

# College Connections

College of Business & Behavioral Science

## Have You Seen It Yet?

### CBBS LAUNCHES NEW WEBSITE

<http://business.clemson.edu>

On September 26, 2005, CBBS launched a new website. The site offers a CBBS Calendar, Alumni News & Spotlights, and an up-to-date list of CBBS Bragging Rights. In the coming months, a searchable internship database and faculty/staff spotlights will be added to the site.

Let us know what you think of the new site. Comments? Suggestions? Send them to Amanda Brock at [brock4@clemson.edu](mailto:brock4@clemson.edu).

### COMING THIS SPRING

Check your mail for the new CBBS magazine.

### COMING NEXT MONTH

Learn more about I-LEAD, Horizons, & the Jr/Sr Enhancement

## Six Students in Milliken Internship Challenge

by Meredith McTigue, Director of MBA Career Services & Alumni Relations

On August 3 and 4, 2005 Milliken had their Summer Challenge Internship Presentation Program in Spartanburg, SC. Approximately, 135 students from USC, Auburn, Rose-Hulman, Tennessee Tech, Brown, Mercer, NC State, UT, Georgia Tech, Wofford, and Clemson presented at this event. Milliken recruits engineering, computer science, chemistry, supply chain management, math, physics, accounting and textile majors. Business-related majors and humanities majors fit many of their summer projects.



Milliken's Summer Challenge process offers a unique opportunity for students to see the real world of work. A few of the unique characteristics of the Milliken Summer Challenge process are:

1. A Milliken associate serves as a daily mentor
2. A Leadership Forum where all interns come to the corporate headquarters for a 2 1/2 day networking, teambuilding and leadership development event
3. Project results presented to Milliken senior leadership

As a summer intern, students focus on an important Milliken project that relates to company's processes and innovative initiatives in the chemical and textile industries. Teams are a vital part of the Milliken culture. Most intern projects are designed with teams. *Continued on Page 2*

## Ambassador Kenney Speaks at Fall Convocation

Clemson welcomed United States Ambassador Kristie Anne Kenney as keynote speaker for Fall 2005 Convocation, which was hosted by the College of Business and Behavioral Science. Kenney, who received her B.A. in political science from Clemson in 1977, said that her experience at the university has been invaluable to her career in management and Foreign Service.



Kenney related her scholarly and social experiences at Clemson, saying that although she did not always seem to be a star pupil, she learned everything that her professors taught and has been able to put it to good use.

She said her liberal arts classes gave her a strong foundation, and other classes and activities she participated in, such as an agriculture course and several of Clemson's sports, have lent her common ground with people in other regions of the world. Kenney said that Clemson's language instruction also gave her a good base for the many languages she would need to learn to communicate in her job. In addition, she said that her interaction with history and political science professors fostered in her "a tremendous appreciation for our country."

Kenney urged faculty, staff, and students to appreciate Clemson. She reminded instructors that "what you do matters." Drawing from her own experiences, which have benefited from several skills developed at Clemson, Kenney also encouraged students to "take advantage of the diversity here."

# College of Business & Behavioral Science

## Fee Increase Aiding Changes Throughout CBBS

Beginning Fall 2005, many students in the College of Business and Behavioral Science (CBBS) found a new fee on their billing statements. The \$500 per semester charge was approved in April 2005 by the Clemson University Board of Trustees.

CBBS students were asked what areas that would like to see improved upon within the College; some of these improvements included hiring new faculty, adding new courses, offering faculty-guided internships and improving computer labs. New programs, such as the Junior/Senior Enhancement and Horizons, are being offered at no charge to help students graduate career-ready. While participation in these programs is not mandatory, many students realize not only the value of these professional development skills, but also the value such professional development training adds to their resume.



Overall, with this additional funding, the value of a CBBS degree will also increase. The improvements being made were requested by CBBS students. According to Interim Dean Bruce Yandle, "Our students are asking for improvements, and we are taking action to match their abilities and their enthusiasm." Look for more changes within CBBS as the year progresses.

For more information on the Junior/Senior Enhancement or Horizons programs, please visit the links below:

### **Junior/Senior Enhancement**

[http://business.clemson.edu/special/enhanced/enhanced\\_Welcome.htm](http://business.clemson.edu/special/enhanced/enhanced_Welcome.htm)

### **Horizons**

[http://business.clemson.edu/special/horizons/horizons\\_home.htm](http://business.clemson.edu/special/horizons/horizons_home.htm)

## Milliken Internship Challenge, cont.

Each intern is teamed with a Milliken associate who serves as the intern's sponsor and many projects have university faculty working with them as project advisors. Faculty across the southeast work at Milliken during the summer and offer technical assistance and key research knowledge to the interns that contribute to the successful results of the project.

This year, the Clemson University College of Business & Behavioral Science had 6 of their students participate in this program. Leah Bevill, a Finance Major worked on Steam Boiler Cost Efficiency at the Enterprise location. Ginny Lynn Shugart, a Management Major worked on a 10% Reduction of Hard and Soft Thread Waste at the Sibley location. Alicia Gable, a Accounting Major worked on ROI by Product Line at the RMC with the Chemicals Business Financing Group. Leah Norris, a Management Information Systems Major worked on Reduce Texturing Raw Material and Indirect Materials at the Avalon location. Jenna Bevill, a Management Major worked to Create a Customer Value Acceleration Process with the RMC - Six Sigma Group. Candace Hutchinson, a MBA graduate student worked on a special innovative project called The 180 Walls - Project Management and Process Documentation with the RMC Six Sigma Group.

Roger Milliken, senior level executives as well as university representatives attended this event. Milliken employer, Nic Lane who graduated from Clemson University in 2003 with a BS in Management served as host to the Clemson University representatives. Meredith McTigue, Director of MBA Career Services & Alumni Relations in the College of Business and Behavioral Science served a Clemson University representative.

## Did You Know?

The Clemson University MBA Program was listed for a second year in Vault's *Business School Buzz Book*, which is composed almost entirely of comments gathered from current students and alumni.

Clemson's John E. Walker Department of Economics is getting a \$1 million boost from BB&T to enhance the BB&T Center for Economic Education and Policy Studies.

BellSouth has committed \$50,000 to Clemson's Spiro Center for Entrepreneurial Leadership for its work with the Center for Optical Materials Science and Engineering Technologies.

**Our students are asking for improvements, and we are taking action to match their abilities and their enthusiasm."**

*Dr. Bruce Yandle, Interim Dean*

# Spiro Center

## Professor Gartner Wins 2005 FSF-NUTEK Award

The Spiro Center is pleased to publish the following announcement from the Swedish Foundation for Small Business Research (FSF) and the Swedish Business Development Agency (NUTEK). The FSF-NUTEK Award is the most prestigious award in its field, and receives national and international attention each year. It was launched in 1996 and consists of a statuette and \$50,000. The winner is elected annually by the Award Committee of The Swedish Foundation for Small Business Research. The award is given to a person who has produced scientific work of outstanding quality and importance, providing significant contributions to theory-building in entrepreneurship and small business development, the role and importance of new firm formation, and the role of small businesses in economic development.



William B. Gartner, Arthur M. Spiro Professor of Entrepreneurial Leadership at Clemson University, is a world-class scholar. On May 19, 2005 he accepted the FSF-NUTEK Award from the Swedish Minister for Industry and Trade. Gartner has for the last 25 years been highly influential in entrepreneurship education and research and for this achievement has already received several awards. Over the years Gartner has published an impressive number of articles in top journals on new venture creation and entrepreneurial behavior. The influence of professor Gartner is not only due to him being a widely cited scholar; he is also as a person who engages in real-life entrepreneurship and education.

Professor Gartner combines the best of two research traditions: one based in a positivist tradition, frequent in the US; one based in a more hermeneutic tradition, more common in Europe. The contribution of professor Gartner is that he has shown and still shows us ways to increase our knowledge of entrepreneurship by using both these routes, parallel or simultaneously. As examples of his achievements he was co-founder of the Entrepreneurship Research Consortium in 1995, which initiated, developed and managed the Panel Study of Entrepreneurial Dynamics, the first major national longitudinal dataset on nascent entrepreneurship exploring how entrepreneurs find and identify opportunities, recognize and solve start-up problems, and take action to successfully launch new ventures. He is also lead editor on a recently published comprehensive overview of this study. Another achievement of professor Gartner is that he constantly questions the field and how we research it, thereby helping establish a sound theoretical core that builds on the reality of entrepreneurs. Currently he is collecting and analyzing the stories entrepreneurs tell about their entrepreneurial adventures and we eagerly await the results of this and other endeavors.

## New NSF Partnerships for Innovation Grant

In the Fall of 2004, Clemson University won its second *Partnerships for Innovation* (PFI) grant from the National Science Foundation, making Clemson one of a handful of universities in the country to win two PFI grants. This new award is targeted toward biomaterials and bioengineering and is led by the principal investigator Dr. Sarit Bhaduri, the George Bishop III Chair and Professor of Materials Science & Engineering at Clemson. Dr. Caron St. John, Director of the Spiro Center, is one of the co-principal investigators on this grant and on Clemson's other PFI grant in photonic materials.

For this initiative, the Spiro Center will expand the Technology Entrepreneurship certificate program for Bioengineering graduate students, develop a "Creative Ideas" competition to recognize students for new product and new business ideas, and link regional entrepreneurial resources and initiatives, such as InnoVenture and the Upstate Coalition for Entrepreneurial Development, to the university and to biomaterial and medical device companies in the region.

The PFI award is for \$600,000 over three years. Under the supervision of Dr. Bhaduri and Dr. Martine LaBerge, the other co-PI, the grant will fund biomaterials research, exchange programs between the university and industry researchers, and extensive outreach education to local schools, technical schools, and under-represented groups in the state.

Have some e-news to share?  
Comments? Suggestions? Send them to [brock4@clemson.edu](mailto:brock4@clemson.edu)

# Spiro Center

## Bodde Lends Expertise to SCAdvanced Energy Initiatives



Professor Dave Bodde, Senior Fellow of the Spiro Center and Director of Innovation and Public Policy at the International Center for Automotive Research (ICAR), is one of 15 leaders within the State of South Carolina selected to serve as a Steward on the South Carolina Next Energy Initiative. Next Energy, an umbrella term describing energy sources that will replace fossil fuels, is projected to become a trillion dollar industry over the next twenty years. The Initiative is a working group composed of business, higher education and political leaders from across South Carolina that seeks to capitalize on the expertise in next energy technology at Clemson/ICAR, the University of South Carolina and the Savannah River National Lab. The group's goal is to develop a 20-year strategic plan to take advantage of this economic development opportunity and to make South Carolina to alternative fuel sources what Houston is to the petroleum industry.

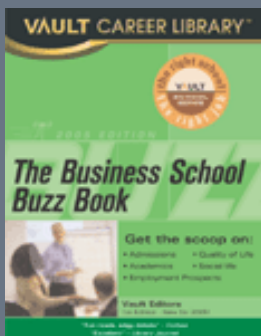
Bodde's extensive experience in energy policy and technology development make him an ideal Steward of the Next Energy Initiative.

In a related state-wide effort, Bodde is also an Advisor to the South Carolina Hydrogen Coalition. The Coalition is a public-private partnership representing state organizations with an interest in promoting and participating in the new hydrogen and fuel cell economy. The Coalition's goal is to achieve a strong role for South Carolina in the research & development, production and service of hydrogen and fuel cell products. Planned programs are centered on education, technology development, workforce training, pilot projects and policy recommendations.

# Aerospace Studies

## Air Force ROTC Hosts Tiger Drill Meet

The Air Force ROTC cadets at Clemson are preparing to host a Tiger Drill Meet for Junior ROTC enthusiasts spanning three states. During the meet, these high school students, several from South Carolina, two from North Carolina, and one from Georgia, will compete in seven events. First, second, and third place awards are given to students in each event. In addition, the grand prize is based on points tallied throughout each event; the largest number of points overall wins the coveted trophy. This award rotates for display among the competing high schools, and the previous champion school generally seeks to keep the trophy. Tiger Drill takes place at 8:00 am October 15 on the Intramural Fields.



## MBA Recognized by *Business School Buzz Book*

The Clemson University MBA Program was listed for a second year in Vault's *Business School Buzz Book*, which is composed almost entirely of comments gathered from current students and alumni.

# Graphic Communications

## Graphic Communications Students Invest in their Future Careers



*Graphic Communications students at Print '05*

As part of the CBBS Junior/Senior Experience, the Department of Graphic Communications helped thirty-one students attend a printing industry trade show. Print '05 is "the largest, most comprehensive event for the commercial, package printing and converting industry in the world in 2005." It is the largest trade show of any kind held at McCormick Place in Chicago, Illinois. This show had over 80,000 people attend covered more than 750,000 square feet. One of the companies exhibiting at Print '05 had a booth that was as large as a Home Depot store. Typically, the event runs Sunday through Wednesday; however, every four years, it runs for a week over the weekend, which allows traveling to Chicago to spend Saturday Sunday meeting industry reps; there were over 1,000 exhibitors for the students to visit. Some students used the experience to research topics relevant to class projects; to some, it was an opportunity to look at all of the variety of companies they can consider for their future careers. The students were able to pick up samples, watch demonstrations, look inside the machines, and talk to some of the most knowledgeable people in the industry with respect to the equipment, processes,

materials, and future trends within the industry. It was quite obvious from this show that print media is dynamic, healthy, and full of opportunity; as these students walked the aisle of this trade show, they knew they had chosen the right industry on which to bank their future careers.

The students that traveled from Clemson were not the only Clemson students at the show; Heidelberg had six of Graphic Communications student interns working in their booth. Heidelberg currently has two interns working with them, but they invited interns from the spring and summer back to work the show. These students stayed in the same hotel with other Heidelberg employees and helped set up the show booth for two days before the show even opened. In addition, there were over a dozen Clemson graduates working at different booths around the show.

Students took advantage of this unique opportunity made possible with the funds available from the Junior/Senior Enhancement Experience. They also showed a commitment to their future by giving up their weekend to travel to Chicago.



*A lively presentation by X-Rite, one of the many exhibitors at Print '05*

## Ingram Presents at NPFUG Conference

Dr. Sam Ingram of the Department of Graphic Communications was invited to present "Education and Training: How to keep your organization current in a changing industry?" for the Newspaper and Publication Flexo Users Group (NPFUG) in Chattanooga, Tennessee. The meeting, held August 19-21, included over 80 attendees from across the U.S.



# Graphic Communications

## Student Research Partners in Innovation

During Spring 2005, students in the Department of Graphic Communications Inks and Substrate class created a research project with a new ink additive recently introduced to the printing industry. The additive is mixed with ink before loading in the press; it not only speeds up the drying process, it also improves the adhesion of the ink to the substrate, which is particularly important when printing on polymer substrates. The students designed an experiment to test the limits of this new additive and printed a metallic ink and a reflex blue ink on four unique substrates. In the industry, when printers typically print on these substrates, they need specialized drying systems on the end of the presses to assist ink in drying and adhering to the substrate. By working with these variables in a planned experimental design with a control and experimental option, the students documented the improve drying and adhesion that this additive offered the printer. No one the printing industry had previously used this additive to solve the drying and adhesion problems with these substrates. The results were significant with regards to the drying and the adhesion on each substrate. The inventor of the ink additive took the samples that the Graphic Communications students created and used them as part of their submission to the Graphic Arts Technical Foundation/Printing Industries of America InterTech Awards. These awards are given to a product that the evaluation committee expects to have a significant impact in the industry. The awards have typically been presented to seven or eight products each year since 1972. The track record for the past award recipients is over 78%. The students involved in this simple lab project have helped to make a significant statement for the future of the industry. As a way of staying thank you, the inventor is donating stock in the company to the Department of Graphic Communications. If the InterTech Award is on target here, there may be a huge payoff in the future for this simple lab research project.

In Fall 2005, another inventor loaned an ultrasonic mixer that emulsifies oil and water into a solution that will remain in suspension for as long as a week. There are four research projects in development to use this device to improve the printing characteristics and solvent characteristic found in the lithographic and flexographic printing process - four simple lab research projects that could change the future of the industry. The value of this research is in the experience the students go through to develop a research project from scratch and work with cutting edge technology. The students are learning that it is not just with hard work alone that helps you become successful, creating new ideas and working with the unknown is critical to preparing for the future as practical problem-solving people.



# Management

## **Grover Among Most Productive IS Scholars in the World**

Varun Grover, William S. Lee Distinguished Professor of Information Technology in the Department of Management, has been ranked among the most productive Information Systems scholars in the world. According to an analysis of over 6,000 authors who published in the premier Information Systems journals published between 1999-2003, Dr. Grover was ranked third based on the total number of journal articles published; he was ranked first when the count was adjusted for the number of co-authors per article.

Details of the study can be found in Hsieh-Hong Huang and Jack Shih-Chieh Hsu, "An Evaluation of Publication Productivity in Information Systems: 1999-2003," *Communications of the Association for Information Systems*, vol. 15 (2005): 555-564.

Grover ranked ahead of Information Systems scholars at institutions such as the University of Texas at Austin, the University of British Columbia, and the University of Michigan. In addition, the article noted two other studies stated that "compared with past studies, we found Grover still is in the top 5, which means that he is one of the most productive publishers during the past 13 years, according to these studies."

In addition, Dr. Grover has accepted an invitation to be Senior Editor of *MIS Quarterly*. He was selected from among seven finalists and will serve a three year term. The *MIS Quarterly* is regarded as the top journal in information systems. It is also considered one of the top dozen or so business journals used to measure an institution's intellectual capital for business school rankings. *MIS Quarterly* also has a high JIF (journal impact factor) score, surpassing journals like the *Administrative Science Quarterly*, *Journal of Financial Economics*, *Management Science*, and the *Journal of Marketing*.

Senior Editors receive manuscripts directly from the authors. They work closely with Associate Editors and Reviewers and they make the final publication decision. *MIS Quarterly* is highly selective; editors accept less than five percent of the 400-500 manuscripts received each year.

Earlier this year, Dr. Grover was the Co-Chair of the Doctoral Consortium at the 2005 Americas Conference for Information Systems (AMCIS). The two day consortium was held at a resort near Omaha, Nebraska. Forty-eight doctoral participants from the US and Canada were selected to participate in the program based on a highly competitive selection process.



*Dr. Varun Grover is ranked among the most productive Information Systems scholars in the world*

## ***Laohavichien Wins Buffa Doctoral Dissertation Award***

Tipparat Laohavichien, a doctoral graduate in the Management program, has won the Decision Science Institute's Buffa Doctoral Dissertation Award. Professor Roger Schroeder, co-director of the Juran Center for Leadership in Quality at the University of Minnesota-Twin Cities made the award announcement.

Tipparat, accompanied by and her dissertation chair Larry Fredendall, will receive the award at the national DSI annual meeting in November. Other members of Tipparat's dissertation committee are Caron St. John, Steve Cantrell, and Tom Douglas.

Congratulations to Tipparat and her dissertation committee members for this tremendous achievement! It certainly enhances the reputation of our Ph.D. program and brings a great deal of credit to our department and college.

# Political Science

## Crosston Receives Artinian Award

Having received a travel award, political science professor Matt Crosston will be presenting research discussing U.S. foreign policy in central Asia at a national conference next spring. The Southern Political Science Association's Artinian award allows scholars to exchange ideas, reminding them that "you're not doing this in a vacuum," Crosston said.

The professor's research will culminate in a book to be completed before next summer, making it the second he will have published. The first, *Shadow Separatism*, is based on his dissertation written at Brown University and discusses strategies the West advised Russia in consolidating its democracy.

The conference where Crosston will present his more recent research was originally to take place in New Orleans, but with the devastation from Hurricane Katrina, the location is now uncertain. As he prepares to present his work at whatever the destination, Crosston is grateful for the interaction with students that so often contributes to his own scholarly pursuits. In evaluating readings for class, Crosston realized a hole in the area that has become the subject of his upcoming book "Research develops almost on the fly through teaching," he said.



## Olson Regular Contributor to Neiman Watchdog

Dr. Laura Olson recently chaired a panel entitled *Religion, Gay Marriage, and the Family*. In addition, she has been named a regular contributor to the Nieman Watchdog media website at Harvard University, sponsored by the Nieman Foundation for Journalism. The goal of the Nieman Watchdog is to "encourage informed reporting by putting journalists in contact with authorities who can suggest appropriate, probing questions and who can serve as resources. For more information on the Nieman Watchdog Journalism Project, visit them at <http://www.niemanwatchdog.org>.

## Faculty Active During Presidential Election

Members of the Political Science Department were prominent in the media during 2004 Presidential election:

- o Dr. Laura Olson on National Public Radio and *The New York Times*
- o Dr. Adam Warber on Kyodo News (Japan) and South Carolina Educational Radio
- o Dr. Matt Crosston on CBS affiliate WNEG
- o Dr. Xiaobo Hu on the Voice of America
- o Dr. William Lasser on Minnesota Public Radio
- o Dr. Vladimir Matic on the BBC.

# Staff Spotlight

## Meredith Mims McTigue

**Director of MBA Career Services & Alumni Relations  
Clemson University**

**Hometown:** Columbia, SC

**Current Residence:** Clemson, SC

### **Education**

B.A., Graphic Arts with Art History minor (Lander University 1995)

Master of Education with Concentration in Higher Education (Clemson University 1997)



### **What made you choose to go into your field?**

As an undergraduate I had many opportunities to serve my University and learn how an institution of higher learning operates. I was a Student Body President, SACS Committee Rep., Student Rep. for the Faculty Board, and Student Rep. for the Board of Trustees. The exposure to the many aspects of the University as well as the mentoring given by the Vice President of Student Affairs, Randy Bouknight and his staff led me to pursue a Master in Higher Ed. While a graduate student at Clemson University, I worked with students, alumni, and parents. I had the fortunate opportunity to work under Almeda Jacks and Rusty Guill in Student Affairs who helped reaffirm my desire to be in a university setting after I completed my schooling.

### **What do you like best about your job?**

I figure I have the best of all worlds. I get to interact with students, different company representatives and alumni. Also, I have a supportive supervisor, Dudley Blair who allows me to utilize my creativity which is very nice.

### **Describe a typical day at work.**

Fielding questions and concerns, talking with companies' reps, planning events, corresponding with alumni and keeping up-to-date on the job market.

### **What's the most interesting/exciting/strangest thing that ever happened to you at work?**

One of the more exciting things would be having Alumni call and ask me how they can post a position for one of our Clemson students. It shows that our alumni understand the full meaning of giving back to their Alma Mater.

### **What advice would you give to students who are interested in working in your field?**

Find good mentors in the field and do meaningful internships that will help you learn about the institution and expose you to the culture of the organization.

### **What's your biggest accomplishment (personal or professional)?**

I'm going into my fourth year as an elected Board Member of SCACE (South Carolina Association for Colleges and Employers). This year, I was elected President of SCACE. SCACE is a subsidiary for the NACE (National Association for Colleges and Employers). This organization forecasts trends in the job market, tracks legal issues in employer, hiring practices and provides accredited colleges and employer professionals with benchmarks for their work.

### **What are your hobbies?**

Perennial gardening, interior design, reading, antiques, traveling, planning events, and going to the beach.

# Alumni Spotlight

## Owen Kink

**Web Developer**

**Division of Computing and Information Technology  
Clemson University**



**Hometown:** Virginia Beach, VA

**Current Residence:** Anderson, SC

### **Education**

B.S., Computer Information Systems (Clemson University 2001)

M.E., Commerce (Clemson University 2003)

### **What made you choose to your field?**

It was a process of elimination; I tried other majors until I found something I enjoyed. I chose the ME in Commerce because I wanted to stay on the business side of computers.

### **What do you like best about your job?**

I enjoy being able to stay current with new technologies and the freedom to be creative.

### **What advice would you give students who are interested in working in your field?**

Make sure you have real working websites demonstrating your skills. Being able to show you can do something will have a greater impact that just saying you can do something.

### **What is your biggest accomplishment?**

It's a combination of all of the little accomplishments that would have to be my greatest accomplishment.

### **What are your hobbies?**

Golf, working out, going out, and building websites

## Are You a CBBS Graduate?

<http://business.clemson.edu/about/alumni>

Don't forget to visit the Alumni page on the new CBBS website. Each issue will include news, events and an alumni spotlight.

Want to be featured in the Alumni Spotlight? On the alumni page, you will find a short application. Just complete the survey and return it to Amanda Brock at [brock4@clemson.edu](mailto:brock4@clemson.edu).



# Publications

## Political Science

Olson, Laura R., Sue E. S. Crawford, and Melissa M. Deckman. 2005. *Women with a Mission: Religion, Gender, and the Politics of Women Clergy*. Tuscaloosa: University of Alabama Press.

Warber, Adam L., and Laura R. Olson. "Presidential Approval and the God Gap." Paper delivered at the 2005 annual meeting of the American Political Science Association, Washington, D.C.

## Psychology

Alley, T. R., & Hicks, C. M. (2005). Peer attitudes towards adolescent participants in male- and female-oriented sports. *Adolescence*, **40**, 273-280.

Britt, T.W. (2005). Challenges and opportunities for military peacekeepers. Paper presented at the annual meeting of the American Psychological Association, August, Washington, DC.

Britt, T.W. (2005). *Thriving at work under stress: A positive psychological approach*. Chair of symposium presented at the annual meeting of the American Psychological Association, August, Washington, DC.

Britt, T.W. & Dawson, C.R. (2005). Predicting work-family conflict from workload, job attitudes, unit attributes, and health: A longitudinal study. *Military Psychology*, *17*, 203-228.

Britt, T.W., & Dickinson, J.M. (2005). Correlates and consequences of morale vs. depression under stressful conditions. Presented in the symposium *Thriving at work under stress: A positive psychological approach* at the annual meeting of the American Psychological Association, August, Washington, DC.

Britt, T.W. (in press). The effects of identity-relevance and task difficulty on task motivation, stress, and performance. *Motivation and Emotion*.

Britt, T.W., Thomas, J.T., & Dawson, C.R. (in press). Self engagement magnifies the relationship between qualitative overload and performance in a training setting. *Journal of Applied Social Psychology*.

Brooks, J.O., Tyrrell, R.A., & Frank, T.A. (2005). The effects of severe visual challenges on steering performance in visually healthy young drivers. *Optometry and Vision Science*, *82*(8), 689-697.

McCubbin, J.A., Helfer, S.G., Switzer, F.S., Galloway, C. and Griffith, W.V. Opioid analgesia in persons at risk for hypertension. *Psychosomatic Medicine*, in press, 2005.

Sherman, J.J., Carlson, C.R., Wilson, J.F., and McCubbin, J.A. Post-traumatic stress disorder among patients with orofacial pain. *Journal of Orofacial Pain*, in press, 2005.

Ryan, A. M., Horvath, M., & Kriska, S. D. (in press). The role of recruiting source informativeness and organizational perceptions in decisions to apply. *International Journal of Selection and Assessment*.

Van Iddekinge, C. H., Raymark, P. H., & Roth, P. L. (2005). Using a structured interview to assess personality: The effects of faking and question format on interviewer ratings. *Journal of Applied Psychology*, *90*, 536-552.