

RICHARD N. LANDERS

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BUSINESS ADDRESS:

Old Dominion University
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RESEARCH INTERESTS:

1. The Use of Technology to Improve Work
2. Online Training and Educational Programs
3. Social Networks and Online Communities
4. Virtual Worlds as Training Settings
5. Unproctored Internet Testing in Selection
6. Training through Augmented Reality
7. Web-based Mentoring Systems

PROFESSIONAL POSITIONS:

- 2009 – *present* **Assistant Professor of Psychology (Industrial/Organizational Area)**
Old Dominion University (Norfolk, VA)
- 2007 – 2009 **Graduate Student Instructor / Coordinator**
University of Minnesota, Twin Cities

PROFESSIONAL SERVICE:

- 2009 – *present* **Electronic Communications Czar (Executive Committee)**
Academy of Management, Organizational Behavior division

EDUCATION:

- 2004 – 2009 **Ph.D. in Industrial and Organizational Psychology**
University of Minnesota, Twin Cities (UMN)
Supporting Program in Statistics and Research Methods
- Dissertation: *Traditional, web-based, and hybrid Instruction: A comparison of training methods* (Advisor: Dr. Paul R. Sackett)
- 2000 – 2004 **B.A. in Psychology Honors, summa cum laude**
University of Tennessee, Knoxville (UTK)
Minor in Business Administration
- Honors Thesis: *An investigation of Big Five and Narrow personality traits in relation to Internet usage* (Advisor: Dr. John W. Lounsbury)

INVITED TALKS/KEYNOTES:

- Landers, R. N. (2010, September). *Integrating social media into the classroom: Best practices and common traps*. Invited talk for the ODU Preparing Future Faculty seminar series.
- Landers, R. N. (2010, April). *Social media is coming to psychology: What should we do now?!* Keynote given to the Virginia Psychological Association, Norfolk, VA.

Landers, R. N. (2010, February). *Integrating technology into training and education: What we know and what we wish we knew*. Invited talk for the ODU College of Business and Public Administration Dean's Seminar Series, Norfolk, VA.

PEER-REVIEWED PUBLICATIONS:

Landers, R. N., Sackett, P. R., & Tuzinski, K. A. (*in press*). Retesting after initial failure, coaching rumors, and warnings against faking in online personality measures for selection. *Journal of Applied Psychology*.

Schmidt, G. B. & Landers, R. N. (2010). Strengthening shared identity in I/O psychology through online social networks. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 286-288.

Landers, R. N. (2009). A quantitative examination of trends in I/O psychology 2001 – 2005. *The Industrial-Organizational Psychologist*, 46(4), 15-23.

Zapata-Sola, A., Kreuch, T., Landers, R. N., Hoyt, T., & Butcher, J. N. (2009). Clinical personality assessment in personnel selection using the MMPI-2: A cross-cultural comparison. *International Journal of Clinical and Health Psychology*, 9, 287-298.

Landers, R. N. (2008). Online social context does not imply social constructivism: A case for clear operationalization. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 476-478.

Landers, R. N. (2008). TREND: A tool for rapid online research literature analysis and quantification. *Behavior Research Methods*, 40, 665-672.

Berry, C. M., Landers, R. N. & Sackett, P. R. (2007). Revisiting interview-cognitive ability relationships: Attending to specific range restriction mechanisms in meta-analysis. *Personnel Psychology*, 60, 837-874.

Sackett, P. R., Lievens, F., Berry, C. M. & Landers, R. N. (2007). A cautionary note on range restriction and predictor intercorrelations. *Journal of Applied Psychology*, 92, 538-544.

Landers, R. N. & Lounsbury, J. W. (2006). An investigation of Big Five and Narrow personality traits in relation to Internet usage. *Computers in Human Behavior*, 22, 283-293.

PEER-REVIEWED PRESENTATIONS AT SCIENTIFIC MEETINGS:

Landers, R. N. (2010, October). *A hands-on introduction to social media*. Workshop presented at the 2010 Fall conference of the Virginia Psychological Association.

Landers, R. N. & Schmidt, G.B. (2010, August). *Making and managing connections to colleagues, employees and students through online social networks*. Workshop presented at the 2010 annual conference of the Academy of Management, Organizational Behavior division, Montreal, Canada.

- Schmidt, G. B., Kane, G. C., Landers, R. N., Lynch, J. D., Teahen, J. A., & VanDervort. (2010, August). *Making management knowledge connections through online social networking sites*. Panel presented at the 2010 annual conference of the Academy of Management, Organizational Communication and Information Systems division, Montreal, Canada.
- Schmidt, G. B. & Landers, R. N. (2010, August). *Online social media in our professions and professional lives*. Caucus presented at the 2010 annual conference of the Academy of Management, Montreal, Canada.
- Landers, R. N. (2010, April). *On the meta-analysis of non-random, quasi-experimental data*. Poster presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Johnson, R. C. & Landers, R. N. (2010, March). *Anonymity and agency in discussion*. Paper presented at the annual conference of the Virginia Social Science Association, Petersburg, VA.
- Landers, R. N. (2009, October). *Using social networking and learner-centered measurement in automated social mentoring system*. Paper presented at the 14th annual World Conference on E-Learning in Corporate, Government, Healthcare and Higher Education, Vancouver, Canada.
- Landers, R. N. (2009, April). *Quasi-experimentation masks the differences between web-based and traditional training*. Poster presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Landers, R. N. & Sackett, P. R. (2009, April). *Applicant pool increases counter cheating in unproctored Internet testing*. Poster presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Landers, R. N. (2008, November). *ViziStats: Instructor-less animated statistics instruction with real data in real time*. Poster presented at the 38th annual conference of the Society for Computers in Psychology, Chicago, IL.
- Landers, A. K. & Landers, R. N. (2008, November). *Synchronous vs. asynchronous discussion in a hybrid undergraduate course*. Paper presented at the 13th annual World Conference on E-Learning in Corporate, Government, Healthcare and Higher Education, Las Vegas, NV.
- Landers, R. N. (2008, November). *Traditional and web-based instruction: An investigative follow-up to Sitzmann et al. (2006)*. Paper presented at the 13th annual World Conference on E-Learning in Corporate, Government, Healthcare and Higher Education, Las Vegas, NV.
- Landers, R. N., Tobares, V. & Sackett, P.R. (2008, August). *The many dimensions of assessment centers: Current design trends*. Poster presented at the 116th annual conference of the American Psychological Association, Boston, MA.
- Landers, R. N. (2008, April). *Quantitative examination of trends in I/O psychology 2001 – 2005*. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Landers, R. N. (2007, November). *TREND: A tool for rapid online research literature analysis and quantification*. Paper presented at the 37th annual conference of the Society for Computers in Psychology, Long Beach, CA.

Note: This paper won the 2007 SCiP Castellan Award for Best Student Paper at the 2007 Conference.

Landers, R. N., Tuzinski, K. & Sackett, P. R. (2007, August). *Tracking the spread of blatant extreme responding: An expanding virus*. Poster presented at the 115th annual conference of the American Psychological Association, San Francisco, CA.

Waters, S. N., Landers, R. N., Brenckman, N. & Sackett, P. R. (2007, April). *Influence of Subject Matter Expert (SME) personality on job analysis ratings*. Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Berry, C. M., Landers, R. N. & Sackett, P. R. (2006, April). *Comprehensive meta-analysis of interview-ability correlations: Less related than we thought*. Paper presented in the symposium, "New insights into constructs underlying structured interview performance and validity" (Kerri L. Ferstl, Chair) at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Berry, C. M., Sackett, P. R., Lievens, F., & Landers, R.N. (2005, April). *A cautionary note on range restriction and predictor intercorrelations*. Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

TECHNOLOGIES DEVELOPED/MAINTAINED:

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| 2010 | socialPsych
Online college student-centered social network |
| 2009 | neoacademic.com
Blog covering technology and its application to business and psychology
Quoted May 17, 2010 in <i>Popular Science</i>
11,914 visits October 23, 2009 – June 19, 2010 |
| 2008 | ViziStats
Automated program to teach undergraduates statistics |
| 2007 | The Research Explicator for oNline Databases [TREND]
Windows software for summarizing and quantifying research literature
Meta-Analytic RaKe [MARK]
Windows software to increase the speed of meta-analytic abstract search |
| 2006 | filedrawer.org
Online unpublished papers database/social network |
| 2004 | psychtesting.org
Automated online survey creation tool |

MEDIA COVERAGE:

Boyle, R. (2010, May 17). Unleashing a swarm of augmented reality cockroaches to fight bug phobias. *Popular Science*. Retrieved from <http://www.popsci.com/science/article/2010-05/augmented-reality-cockroaches-can-help-you-ease-your-fears>. Coverage of article posted on neoacademic.com blog.

GRANTS AND AWARDS:

- Summer 2010 **Old Dominion University Summer Research Fellowship Program**
\$6,000 fellowship, \$1,000 research funds
Description: These grants are awarded competitively yearly University-wide to support research with the goal of applying that research to the award of another grant. This grant was used to support the development and testing of an online social networking platform.
- Fall 2008 **University of Minnesota Thesis Research Grant**
\$2,260 grant
Description: These grants are awarded competitively biannually University-wide to support thesis research, such as expenses for fieldwork, postage, and photocopying. This particular grant was used to support my dissertation research.
- Spring 2008 **Lee Hakel Industrial-Organizational Psychology Doctoral Consortium Attendee**
Description: Each I/O program is permitted to nominate one person each year to attend the Doctoral Consortium, an opportunity to meet with the most outstanding current graduate students in I/O Psychology for a full day seminar, promoting networking with other upcoming faculty.
- Fall 2007 **SCiP Castellan Award**
\$100 award, 1 year society membership, 1 year journal subscription
Description: This award is granted to the most outstanding student paper at each year's conference. This was awarded to my paper, "TREND: A tool for rapid online research literature analysis and quantification."
- Summer 2006 **Graduate Research Participation Program**
\$5,000 fellowship, \$1,000 research funds
Description: This grant is awarded by the University of Minnesota yearly to graduate student-faculty pairs from research proposal submissions in order to provide the graduate student with a summer research assistantship. Of all proposals received, 40 are selected.
- Fall 2006 **University of Minnesota Graduate School Block Grant**
\$10,000 fellowship
Description: Each department at the University of Minnesota is provided a fellowship budget from the University which is allocated to the most promising incoming graduate students in order to reduce their teaching load and promote involvement in research projects in the first year.
- Spring 2004 **University of Tennessee Chancellor's Citation for Professional Promise**
\$200 award
Description: Each year, the faculty at each department at the University of Tennessee vote on a single undergraduate in his/her senior year to receive this award, in recognition of a promising career related to their major field. I received this award for the Department of Psychology, out of many hundred eligible.

CONFERENCE SERVICE:

2010 Session Chair: "Assessing the validity of measures of cultural values, personality, and integrity," Academy of Management Annual Conference

EDITORIAL REVIEW:

2010 Information Systems Journal [Guest Associate Editor]
 2008-present Academy of Management Annual Conference [Reviewer]
 World Conference on E-Learning in Corporate, Government, Healthcare and Higher Education [Program Committee Member]
 Society for Industrial and Organizational Psychology Annual Conference [Reviewer]
 2007 International Journal of Selection and Assessment [Ad-hoc Reviewer]

STUDENTS SUPERVISED:

Ph.D. Candidates (Major Advisor)

Craig Reddock, M.S. (2009-)

Rachel Johnson (2009-)

Katelyn Cavanaugh (2010-)

Undergraduate Lab Staff

Nicole Vladu (2010-)

Arthur Singleton (2009-)

Ben Davison (2009-2010)

Emily Garza (2009-2010)

Other Guidance Committees

Meghan Jones (2010-)

Other Thesis Committees

James Camic (Chair, Personnel Psychology Ph.D., 2010-)

Anil Uston (Engineering Management Ph.D., 2010-)

Valerie Morganson (Organizational Psychology Ph.D., 2010-)

Meghan Jones (Organizational Psychology M.S., 2009-2010)

DEPARTMENTAL COMMITTEE SERVICE:

Industrial/Organizational Psychology Program Committee (2009-)

Website Committee (2009-)

Search/Hiring Committee (2009-2010)

COURSES TAUGHT:

Special Topics (ODU, Doctoral) – Technology Skills in Research and Teaching (Upcoming Spring 2011)

PSYC 865 (ODU, Doctoral) – Advanced Personnel Psychology I (Staffing and Employee Selection)

PSYC 866 (ODU, Doctoral) – Advanced Personnel Psychology II (Staffing and Employee Selection)

PSYC 303 (ODU, Undergraduate) – Industrial/Organizational Psychology

PSYC 343 (ODU, Undergraduate) – Personnel Psychology (Fall 2010)

PSY 3711 (UMN, Undergraduate) – Introduction to Industrial/Organizational Psychology

PSY 2801 (UMN, Undergraduate) – Statistics in Psychology

ADDITIONAL TEACHING COMPETENCIES:

Advanced Statistics and Research Methods (Academic, Organizational, or Private Consultant focus)

Business Statistics

Human Resource Management

Organizational Behavior

Training and Development

Advanced Technologies for Training Design

PROFESSIONAL AFFILIATIONS:

Academy of Management (Human Resources, Organizational Behavior, Research Methods divisions)
 American Psychological Association
 American Psychological Society
 American Society for Training and Development
 Division of International Psychology
 Society for Computers in Psychology
 Society for Industrial and Organizational Psychology
 Virginia Psychological Association (Academic and Applied Psychologists)

INTERNSHIPS:

2005 – 2009

Research Associate / Consultant (Modern Survey, Inc.)

Position Description: Functioned as consultant on-staff at Modern Survey, a technology purveyor and consultancy for survey-based research. Conducted statistical analyses, aided in project design, produced executive summaries, and held meetings to discuss findings with client executive and management teams.

GRADUATE COURSEWORK:

Spring 2008	PSY 8960: Seminar in Meta-Analysis II (D. S. Ones)
Fall 2007	PSY 8960: Seminar in Meta-Analysis I (D. S. Ones)
Fall 2006	PSY 8703: Seminar in Industrial/Organizational Psychology III: Interventions (J. P. Campbell, P. R. Sackett, N. R. Kuncel)
	EPSY 8268: Hierarchical Linear Modeling (M. Harwell)
Spring 2006	PSY 8993: Seminar in Fairness and Bias (P. R. Sackett)
	PSY 8960: Multivariate Statistics for Social Scientists (N. Waller)
	PSY 8960: Seminar in Intelligence (N. R. Kuncel)
	PSY 8702: Seminar in Industrial/Organizational Psychology II: Organizational (D. S. Ones, J. E. Bono)
Fall 2005	PSY 8701: Seminar in Industrial/Organizational Psychology I: Industrial (P. R. Sackett, D. S. Ones)
	STA 5302: Applied Regression Analysis (D. Hawkins)
Spring 2005	PSY 8993: Research Methods in Industrial/Organizational Psychology (P. R. Sackett)
	PSY 8815: Analysis of Psychological Data II (R. Hunt, C. Federico)
	PSY 5708: Organizational Psychology (S. Motowidlo, J. E. Bono)
Fall 2004	PSY 8814: Analysis of Psychological Data I (A. McDonald, D. Weiss)
	PSY 5862: Psychological Measurement: Theory and Methods (D. Weiss)
	PSY 5707: Personnel Psychology (D. S. Ones, J. P. Campbell)

References available upon request.