

Laura Koppes Bryan

CONTACT INFORMATION

Yale Gordon College of Arts and Sciences
University of Baltimore
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EDUCATION

Ph.D. Major: Industrial and Organizational (I-O) Psychology
Minor: Quantitative Psychology
The Ohio State University, Columbus, Ohio

Dissertation: *Cognitive Appraisal of a Stressful Encounter*

M.A., B.S. Major: Psychology
The Ohio State University, Columbus, Ohio

Thesis: *A Schematic Perspective on Problem Identification*

HONORS AND RECOGNITION

2012 Fellow, Society for Industrial and Organizational Psychology (SIOP)
2012 Fellow, Association for Psychological Science
2012 Fellow, American Psychological Association
2012 University of West Florida President's Award for Leadership in Diversity
2012 University of West Florida Distinguished Faculty Scholarly and Creative Activity Award
2009-2011 Elected President, Board of Directors, College & University Work/Family Association
2010, Co-Author, Best Department of Psychology Research Poster Award, Annual Scholars of Engineering, Applied Sciences, & Technology Symposium, University of West Florida
2007 SIOP Distinguished Service Contributions Award
2007 Champion of Psychology, Association of Psychological Science
2006-2011, U.S. Fulbright Senior Specialist Candidate
2004, U.S. Fulbright Scholar, Czech Republic
Honorable Order of Kentucky Colonels (in recognition of service to the Commonwealth of KY)
Outstanding Faculty Award for Teaching, Tri-State University
Delta Mu Delta, National Honorary for Business Administration
Psi Chi, National Honor Society for Psychology
Sigma Xi
Phi Beta Kappa

ACADEMIC EXPERIENCE

Dean, Yale Gordon College of Arts and Sciences 2012-present
Tenured Professor of Psychology
University of Baltimore, Baltimore, MD

Responsibilities: Overall administrative responsibility for undergraduate and graduate degree programs, policies, procedures, strategic planning, budgeting, assessment, and personnel actions involving faculty and academic support professionals

Tenured Professor of Psychology 2007-2012
Director, School of Psychological and Behavioral Sciences 2010-2012
Chair, Department of Psychology 2007-2010
Special Assistant to the Provost for Strategic Planning and Resource Allocation
Co-Director, Center for Applied Psychology (CAP)
Interim Director, Women's Studies Program
University of West Florida (UWF), Pensacola, Florida

Responsibilities: Overall administrative responsibility for undergraduate and graduate degree programs, policies, procedures, strategic planning, budgeting, assessment, and personnel actions involving faculty and academic support professionals. Oversight and leadership for fundraising, grant/contract production, Center for Applied Psychology, Center on Aging, Women's Studies Program, and Interdisciplinary Studies in Humanities: Women and Gender Studies Program; and in Social Sciences: Diversity Studies.

Selected Achievements and Activities

- Facilitate collaborative visioning and strategic planning to create shared vision, mission, strategic goals, action plans, which resulted in transforming department to a school.
- Recruit, hire, and retain tenure-earning and visiting lines during challenging budgetary conditions; implement diversity recruitment plan.
- Established Faculty and Staff Enhancement Committee to develop and implement strategies for faculty and staff success, to recognize accomplishments, to improve communication and interactions, and to enhance culture and climate.
- Provide faculty and staff professional development opportunities.
- Enhance community partnerships, engagement and outreach.
- Secured over \$1 million of external funding for community outreach, research, and training activities. Supported generation of over \$1 million by faculty members.
- Manage and provide oversight of financial budgets, including state funds, research seed accounts, auxiliary accounts, foundation and grant accounts, and budgets for CAP, COA, and Women's Studies Program.
- Participate in fund-raising activities and develop strategies with Advancement Office.
- Provide oversight of continuous improvement and assessment efforts to enhance quality of programs and services; lead self-study for program review and accreditation.
- Enhance student recruitment, retention, and engagement:
- Serve on the College of Arts and Sciences Leadership Council; provide input for college-wide policies, allocation of personnel resources, budget reduction plans.

University of West Florida, continued

- Served on University President appointed Strategic Planning and Resource Allocation Work Group to develop campus-wide integrated strategic planning and resource allocation infrastructure and process.
- Provided consultation to Provost's Academic Visioning Committee and process.
- Increased FTE student enrollment by 25% over a 5-year period through a strategic enrollment management plan; one of top producers for entire University.

Director of Work-Life

2006-2007

University of Kentucky (UK), Lexington, Kentucky

Responsibilities: Overall administrative responsibility and leadership of university-wide work-life initiatives, including implementation of innovative policies, strategies, and solutions to foster a supportive culture for effective management of work, family, personal concerns. Attainment of this position resulted from a consulting relationship. As a professional staff member of the Human Resources Division, reported to Associate Vice President of Human Resources and Director of Operations.

Selected Achievements and Activities

- Led the Work-Life Culture Staff Survey and Faculty Survey project: analyzed and interpreted data; identified recommendations and developed a university-wide data-driven work-life strategy; prepared, distributed unit analyses.
- Expanded the UK Work-Life office with regard to staffing and initiatives to enhance services and support to faculty and staff; developed and built web site; supervised and supported elder care professional staff and program.
- Developed and implemented UK Work-life shared vision and strategy to align with University's Top 20 Business Plan and Strategic Plan. Based on survey results, created and delivered a presentation to University Board of Trustees that resulted in approval of an approximately 11 million dollar budget to fund work-life initiatives as a strategy to recruit and retain faculty/staff.
- Collaborated and provided direction for the University Work-Life Advisory Council (consisting of senior administrators, faculty and staff). Partnered with the Dean of Social Work and Dean of Health Sciences.
- Collaborated with Provost's faculty development work group on work-life friendly strategies, and developed numerous other partnerships.
- Served on University President's Commission for Women.

Tenured Associate Professor of Psychology

1999-2005

Associate Vice President, Academic Affairs

2003-2005

Founding Coordinator of Graduate Program, I-O Psychology

1999-2003

U.S. Fulbright Scholar, Czech Republic

2004

Faculty Liaison, Kentucky Governor's Scholars Program

2001

Eastern Kentucky University (EKU), Richmond, Kentucky

Eastern Kentucky University, continued

Associate Vice President, Academic Affairs, Office of Institutional Effectiveness

Responsibilities: Overall administrative responsibility for institutional effectiveness and institutional research operations and policies: strategic planning, academic program review and evaluation, assessment and accreditation. Reported to the Provost and Vice President of Academic Affairs (VPAA) and indirectly reported to University President.

Selected Achievements and Activities

- Established Office of Institutional Effectiveness; expanded Office of Institutional Research; supervised, evaluated 7 professional staff, including Institutional Research Director; managed 3 financial budgets.
- Developed, implemented, and evaluated University strategic plan, in collaboration with University Strategic Planning Committee.
- Established university-wide system for planning, budgeting, and assessment; provided direction for University Academic Program Review and Assessment Committees.
- Served as principal contact internally and externally for the Kentucky Council on Postsecondary Education (CPE) on accountability, program review, assessment, and related matters as delegated by the Provost or President.
- Represented the University internally and externally in responding to regional accreditation matters; served as University's liaison to the Southern Association of Colleges and Schools (SACS). Guided formation of infrastructure for reaffirmation of accreditation; assisted colleges and departments with discipline specific accreditations.
- Assisted Provost & VPAA in the formulation of the Academic Affairs strategic plan and with strategic budget request and allocation process.
- As co-chair of Presidnet's Budget Council, provided leadership in revision of university budget when state budget reductions were imposed.

Founding Coordinator of Graduate Program/Associate Professor, Department of Psychology

Selected Achievements and Activities

- In collaboration with department faculty, developed and established graduate program in I-O Psychology.
- Led development of University 2003-2006 Strategic Plan as chair of University Strategic Planning Committee.
- Obtained internal and external funding for projects, including funds for student activities.
- Developed and supervised human resources and organizational development practicum projects with businesses; supervised all facets of project management.
- Developed recruitment and selection procedures for faculty and dean positions.
- Participated in Graduate Admissions Committee, set admission criteria, and recruited students; increased applications and enrollment over a 5-year period.
- Taught undergraduate, graduate courses in I-O psychology.
- Supervised graduate assistants and master theses; directed comprehensive examinations.

U.S. Fulbright Scholar, Czech Republic

U.S. State Department and U.S. Fulbright Commission
University of Hradec Králové, Faculty of Economics and Management
University of Pardubice, Faculty of Economics

Selected Achievements and Activities

- Taught upper-level undergraduate human resource management courses, and doctoral-level organizational behavior course.
- Consulted Dean of Faculty on higher education curriculum issues and policies.
- Conducted research on cross-cultural differences in organizational citizenship behaviors.
- Provided briefing to U.S. Ambassador of Czech Republic on higher education practices.

Faculty Liaison, Kentucky Governor's Scholars Program at EKU

Selected Achievements and Activities

- Reporting to Provost, prepared University campus for establishment of Kentucky's Governor's Scholars program at EKU, an academic enrichment residential program.
- Developed and provided leadership for a team of professionals representing all facets of the university (academic affairs, housing, student affairs, financial affairs, facilities, food service, public safety and transportation, etc.).

Director of Eastern Kentucky University Campus 2001, Summer
Governor's Scholars Program, Commonwealth of Kentucky, Frankfort, KY

Responsibilities: As Director, reported to Executive Director of the Governor's Scholars Program in the Kentucky Governor's Office, and was responsible for planning, organizing, and managing highly prestigious residential academic enrichment program for 320 Kentucky students between junior and senior years in high school (on-campus five-week program).

Selected Achievements and Activities

- Developed, implemented academic affairs, student affairs policies and procedures.
- Supervised, evaluated 51 professional employees (faculty and residential staff).
- Created administrative and business office; supervised budget manager.
- Partnered with EKU offices and department to manage a successful program; secured a second year contract.

Associate Professor 1996-1999

Chair (dean-level position) 1997-1999

Adjunct Instructor 1995-1996

Ketner School of Business

Tri-State University (TSU; now Trine University), Angola, IN

Responsibilities: As Chair, reported directly to the VPAA in a dean-level position. Overall administrative responsibility for academic program development, review, and evaluation; academic policies and publications; financial budget; and strategic planning.

Ketner School of Business, continued

Selected Achievements and Activities

- Led development and implementation of shared vision and strategic plan.
- Participated in soliciting donor funding including the attainment of a major gift (\$1 million) to name the school; contributed to marketing activities.
- Enhanced relations with community organizations; formed Business Advisory Board.
- Coordinated recruitment, selection, evaluation, professional development of faculty.
- Conducted self-study for accreditation and feasibility study for graduate program.
- Developed new programs; revised existing programs; explored other programs.
- Determined teaching loads and course scheduling for 12 different degree programs.
- Increased enrollment by 10% over a 2-year period.
- Revised and converted curriculum from quarter to semester system.
- Provided leadership and coordination to branch campus directors on academic curriculum and policy issues, and on the development of initiatives to support University mission.
- Provided oversight for articulation agreements and international transfer credits.

Assistant Professor of Psychology

1994–1995

Teikyo Marycrest University (TMU), Davenport, IA

Selected Achievements and Activities

- Taught undergraduate courses in psychology and statistics; advised students.
- Served on internal self-study committee for regional accreditation.
- Formed student projects with community agencies and businesses.

Assistant Professor of I-O Psychology

1989–1994

Director, Graduate Program, I-O Psychology

Department of Psychology

University of Wisconsin-Oshkosh (UWO), Oshkosh, WI

Selected Achievements and Activities

- Revitalized graduate degree program; supervised graduate assistants and theses.
- Chaired department Planning and Self-Study Program Review Committees.
- Chaired University Human Subjects Review Committee (IRB); revised IRB process.
- Conducted faculty development workshops on strategic planning.
- Served as chair of Graduate Admissions Committee; developed admission criteria; increased applications and enrollment over a 5-year period.
- Served as chair of Employee Assistance Program Advisory Board; directed efforts to justify program continuation.

OTHER EXPERIENCE

President

2005-2007

LK Associates, Lexington, Kentucky

Responsibilities: As an independent consultant, developed business and consulted organizations, in areas of work-life effectiveness, organizational change, human resources, leadership development and coaching, survey research, training, and strategic planning and assessment. Consulted on a part-time basis from 1989-2005, became full time in 2005 until 2007, when I chose to return to higher education administration.

Senior Trainer

1987-1989

Bank One, Columbus, OH

Responsibilities: Conducted needs assessment; developed leadership development programs. Created and implemented performance management process. Designed, analyzed results of employee opinion surveys; used results to develop strategies for effectiveness and change.

RESEARCH AND FACULTY DEVELOPMENT GRANTS/CONTRACTS FUNDED

Koppes Bryan, L. (Principal Investigator). (2011, September). *Enhancing a supportive and inclusive culture for recruiting, retaining and advancing women faculty in STEM*. National Science Foundation ADVANCE Grant Program: Partnership for Adaptation, Implementation, and Dissemination (PAID). (\$598,354).

Koppes Bryan, L., & Quinn, K. (Co-Investigators). (2010, December). *College and university work-life web sites: Helping campuses get from "good" to "great."* Alfred P. Sloan Foundation Award to the UWF Center for Applied Psychology and the College and University Work/Family Association. (\$19,974).

Koppes Bryan, L. (Principal Investigator). (2010, November). *Interdisciplinary principles and collaborative strategies for successful aging in Northwest Florida*: State University System of Florida Board of Governors New Florida Initiatives Award. (\$350,000).

Koppes, L.L., Kass, S., Dean, D., & Sherrard, J. (2010, May). *Third deployment mental health symposium*. Partnership with the Naval Hospital of Pensacola, Pensacola, FL.

Koppes, L.L., Dean, D., & Sherrard, J. (2009, May). *Second deployment mental health symposium: The hidden casualties of war, moving to solutions*. Partnership with the Naval Hospital of Pensacola, Pensacola, FL.

Koppes, L.L., Dean, D., & Sherrard, J. (2008, May). *First deployment mental health symposium: The hidden casualties of war, promoting healing and resiliency of U.S. service members and their families*. Partnership with the Naval Hospital of Pensacola, Pensacola, FL.

Kass, S., & Koppes, L. L. (2007-2008). *Improving training practices*. Pall Life Sciences Corp. University of West Florida Center for Applied Psychology, Pensacola, FL.

Research and Faculty Development Grants/Contracts Funded, continued

Palmer, J.K., & Koppes, L.L. (2004). *Citizenship across cultures: Comparisons of American and Czech citizenship behaviors*. Research and Sponsored Program Grant, Eastern Kentucky University, Richmond, KY.

Koppes, L.L., & Palmer, J.K. (2003). *Use of credit history data to predict performance ratings and employee termination*. Contract with private company that does not permit to be identified, Eastern Kentucky University, Richmond, KY.

Koppes, L. L. (2003). Faculty development grant to attend and present at a national conference (SIOP). College of Arts and Sciences, Eastern Kentucky University, Richmond, KY.

Brown, D.G., Harvey, C., Koppes, L.L., & Palmer, J. (2002). *Enhancement of environmental health program recruiting strategies*. Center for Disease Control and Prevention Grant through the Association of Environmental Health Academic Programs. Eastern Kentucky University, Richmond, KY.

Koppes, L. L. (2001). Faculty development grant to attend a national conference (SIOP) and participate in continuing education workshops. Office of Academic Affairs and Research, Eastern Kentucky University, Richmond, KY.

Koppes, L. L. (2000). Faculty development grant to attend a regional conference (Southeastern Psychological Association) and a national conference (SIOP). Office of Academic Affairs and Research, Eastern Kentucky University, Richmond, KY.

Koppes, L. L. (1997, January). *American female pioneers of industrial and organizational psychology*. Eli Lilly Foundation Faculty Development Grant, Tri-State University, Angola, IN.

Koppes, L. L. (1993, May). *First American female applied psychologists in the development of industrial and organizational psychology*. Faculty Development Board Research Grant, University of Wisconsin-Oshkosh, Oshkosh, WI.

Koppes, L. L., & Trahan, W. A. (1992, April). *Trainer and trainee attributions during the training process*. Faculty Development Board Research Grant, University of Wisconsin-Oshkosh, Oshkosh, WI.

Koppes, L. L. (1992, January). *Evaluation of the performance appraisal process: Manager and employee perceptions*. Banc One Services Corporation Research Grant, Columbus, OH.

Hartenian, L., Koppes, L. L., & Hartman, E. A. (1991, April). *Ratee cognitive processes during the performance appraisal process*. Faculty Development Board Research Grant, University of Wisconsin-Oshkosh, Oshkosh, WI.

PEER-REVIEWED PUBLICATIONS

- Smith, M., Koppes Bryan, L., & Vodanovich, S. (in press). The counter-intuitive effects of flow on positive leadership and employee attitudes: Incorporating positive psychology into the study of organizations. *The Psychologist-Manager Journal*.
- Koppes Bryan, L., & Palmer, J.K. (2012). Do job applicant credit histories predict performance appraisal ratings or termination decisions? *The Psychologist-Manager Journal*, 15(2), 106-126. Doi: 10.1080/10887156.2012.676883
- Koppes Bryan, L., & Vinchur, A. (2012). Industrial-organizational psychology. In I. B. Weiner (Editor-in-Chief), *Handbook of psychology: Vol. 1 History of psychology* (2nd edition). New York, NY: Wiley.
- Vinchur, A., & Koppes Bryan, L. (2012). A history of personnel selection and assessment. In N. Schmitt (Ed.), *Oxford handbook of personnel selection and assessment*. New York, NY: Oxford University Press.
- Koppes Bryan, L., & Vinchur, A. (2012). A history of industrial and organizational psychology. In S. Kozlowski (Ed.), *Oxford handbook of organizational psychology*. New York, NY: Oxford University Press.
- Gutman, A., Koppes, L.L., & Vodanovich, S. (2011). *EEO law and personnel practices*. (3rd ed.). New York, NY: Taylor and Francis.
- Vinchur, A., & Koppes Bryan, L.L. (2011). A historical survey of research and practice in industrial and organizational psychology. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology* (pp. 3-36). Washington, DC: American Psychological Association.
- Koppes, L. L. (2008). Facilitating an organization to embrace a work-life culture: A practical approach. *The Psychologist-Manager Journal*. 163-184. New York, NY: Taylor and Francis.
- Koppes, L. L., & Swanberg, J.(Eds.) (2008). Work-Life effectiveness: Implications for organizations [Special Issue]. *The Psychologist-Manager Journal*. New York, NY: Taylor Francis.
- Koppes, L.L. (Ed.). (2007). *Historical perspectives in industrial and organizational psychology*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Koppes, L. L. & Pickren, W. (2007). Industrial and organizational psychology: An evolving science and practice In L. L. Koppes (Ed.), *Historical perspectives in industrial and organizational psychology*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Vinchur, A. & Koppes, L.L. (2007). Contributors to industrial and organizational psychology. In L. L. Koppes (Ed.), *Historical perspectives in industrial and organizational psychology*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Koppes, L.L. (2006). History of I-O psychology in North America. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial-Organizational Psychology*. Thousand Oaks, CA: Sage.

Peer-reviewed Publications, continued

Koppes, L.L., & Bauer, A. (2006). Marion A. Bills: Industrial psychology pioneer bridging science and practice. In D.A. Dewsbury, L.T. Benjamin, & M. Wertheimer (Eds.), *Portraits of pioneers in psychology: Vol.VI.* (pp. 103-116). Washington, DC: American Psychological Association.

Koppes, L. L. (2003). Industrial-organizational psychology. In I.B. Weiner (Editor-in-Chief), *Handbook of psychology: Vol. 1 History of psychology* (pp. 367-389). New York, NY: Wiley.

Hartenian, L., Koppes, L. L., & Hartman, E. A. (2002). Performance appraisal feedback in a virtual team setting. *Journal of Behavioral and Applied Management*, 4(1), 19-40.

Koppes, L. L. (2002). Performance appraisal: Providing feedback. In H. Blythe & C. Sweet (Eds.), *It works for me, too* (p. 91). Stillwater, OK: New Forums Press.

Koppes, L. L. (2002). Motivation in the work place: Goal setting. In H. Blythe & C. Sweet (Eds.), *It works for me, too* (pp. 91-92). Stillwater, OK: New Forums Press.

Koppes, L. L. (2002). Who is a leader? Why? In H. Blythe & C. Sweet (Eds.), *It works for me, too* (p. 92). Stillwater, OK: New Forums Press.

Koppes, L. L. (2000). Lillian Evelyn Moller Gilbreth. In A. E. Kazdin (Ed.), *Encyclopedia of Psychology*. Washington, D.C. and New York: American Psychological Association and Oxford University Press.

Koppes, L. L. (1997). American female pioneers of industrial and organizational psychology during the early years. *Journal of Applied Psychology*, 82(4), 500-515.

Koppes, L. L., Trahan, W. A., Hartman, E. A., Perlman, B., & Nealon, D. (1991). Researching the impact of computer technology in the workplace: A psychological perspective. In E. J. Szewczak & C. R. Snodgrass (Eds.), *Management impacts of information technology: Perspectives on organizational change and growth* (pp. 135-164). Harrisburg, PA: Idea Group Publishing.

Koppes, L. L., & Billings, R. S. (1988). A schematic perspective on problem identification. In R. L. Cardy, S. M. Puffer, & J. M. Newman (Eds.), *Advances in information processing in organizations, Vol. 3* (pp. 155-168). Greenwich, CT: JAI Press.

OTHER WRITTEN CONTRIBUTIONS

Koppes, L. L. (2008, August). Higher education and human resource practices in the Czech Republic: A culture in transformation. *PsycEXTRA*. Washington, DC: American Psychological Association.

Other Written Contributions, continued

- Koppes, L. L. (2007b). Appendix one: Some historical resources for psychology and I-O psychology. In L. L. Koppes (Ed.), *Historical perspectives in industrial and organizational psychology*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Koppes, L. L. (2007c). Appendix two: Timeline of events and developments in industrial and organizational psychology in the United States. In L. L. Koppes (Ed.), *Historical perspectives in industrial and organizational psychology*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Koppes, L.L. (2004). Strategic human resource management in the U.S.A. In Z. Dyrtrt (Ed.), *Competence of managers in the European Union*. Prague: G.B. Beck.
- Lee, J.A., Siegfried, W., Hays-Thomas, R., & Koppes, L.L. (2003, July). Master's programs in I-O: Should they be accredited? *The Industrial-Organizational Psychologist*, 41(1), 72-76.
- Koppes, L.L., & Scontrino, P. (2003). *SIOP member toolkit on licensure*. [Available from the Society for Industrial and Organizational Psychology, Bowling Green, OH].
- Palmer, J.K., & Koppes, L.L. (2004-2012). Research on credit history reported in/by the *The Wall Street Journal*, *The New York Times*, *TIME Magazine*, *DesMoines Register*, *CBS Market Watch*, *Investors Business Daily*, *Myrtle Beach Sun News*, *The Stockton Record*, *The Jewish World Review*, *The Charlotte Observer*, *Christian Science Monitor*, *Orlando Sentinel*, *L'Agence Science-Press* (Quebec), *Fresno Bee*, *Recruiting Trends Magazine*, *Newswise*, *KCSN* (Public Radio of Northridge, CA.), *Advance for Audiologists Magazine*, *Business Survival (Business) Journal of Youngstown, OH.*, *Carp*Baanbrekend Magazine* (The Netherlands), *Employee Assistance Magazine*, *Milwaukee Sentinel Journal*, *Boston Herald*, *Neark Star-Tribune*, *CA Magazine* (Toronto), *Best Practices in HR*, *Fashion United*, *Planet Internet*, *Mindful-Things Weekly*, *Infoshop News*.
- Palmer, J.K., & Koppes, L. L. [& Client Name] (2002). *On the use of credit history data to predict performance ratings and employee termination at [Client Name]*. Technical Report, Eastern Kentucky University, Richmond, KY.
- Koppes, L. L. (2002). Using the jigsaw classroom to teach the history of I-O psychology and related topics. *The Industrial-Organizational Psychologist*, 39(4), 109-112.
- Koppes, L. L. (2000). A history of the SIOP administrative office. *The Industrial-Organizational Psychologist*, 38(2), 48-54.
- Koppes, L. L. (2000) (reprint). American female pioneers of industrial and organizational psychology during the early years. In K.N. Kelley (Ed.), *Industrial and Organizational Psychology Perspectives* (pp. 31-44). Bellevue: Coursewise Publishing Inc.
- Koppes, L. L. (2000). *A brief history of SIOP*. [On-line]. Available: www.siop.org
- Koppes, L. L. (1999, April). Ideals of science: Individuals behind SIOP awards. *The Industrial-Organizational Psychologist*, 36(4), pp. 75-86.

Other Written Contributions, continued

- Koppes, L. L. (1999, Winter). Lillian Evelyn Moller Gilbreth. *Psychology of Women: Reclaiming our Heritage*, pp. 17-18.
- Koppes, L. L. (1997). Preserving the history of APA Division 14/SIOP. *The Industrial-Organizational Psychologist*, 34(3), pp. 37-39.
- Koppes, L. L. (1996). Mary Holmes Stevens Hayes. *Psychology of Women: Reclaiming our Heritage*, 23(4).
- Koppes, L. L. (1993). Titling and licensing issues of master's level practitioners in psychology: Practitioner perceptions. *Council for Applied Master's Programs in Psychology Newsletter*.
- Koppes, L. L., Landy, F. J., & Perkins, K. N. (1993). First American female applied psychologists. *The Industrial-Organizational Psychologist*, 31, pp. 31-33.
- Koppes, L. L. (1993). Masters matters. *The Industrial-Organizational Psychologist*, 30, p. 87.
- Koppes, L. L. (1991). I/O masters-level training: Reality and legitimacy in search of recognition. *The Industrial-Organizational Psychologist*, 29, pp. 59-67.
- Koppes, L. L. (1987). *Cognitive appraisal of a stressful encounter*. Unpublished Dissertation, The Ohio State University, Columbus, OH.

BOOKS UNDER CONTRACT

- Koppes Bryan, L. (in preparation). *Fostering a work-life friendly culture in higher education*. New York, NY: Routledge Press.
- Olson-Buchanan, J., Koppes Bryan, L., & Foster Thompson, L. (in preparation). *Using I- O psychology for the greater good: Helping those who help others*. Accepted for the Society for Industrial and Organizational Psychology Frontiers Series. New York, NY: Francis Taylor.

MANUSCRIPTS SUBMITTED/IN PREPARATION

- Lombardo, T., Schneider, S., & Koppes Bryan, L. (under review). Corporate leaders of sustainable organizations: Balancing profit, planet and pPeople In J. Olson-Buchanan, L. Koppes Bryan, & L. Foster Thompson (Eds.), *Using I- O psychology for the greater good: Helping those who help others*. Accepted for the Society for Industrial and Organizational Psychology Frontiers Series. New York, NY: Francis Taylor.
- Koppes Bryan, L., Schneider, S., & Linnabery, E. (in preparation). *What managers' behaviors support employees & their work-life effectiveness in higher education*. University of West Florida, Pensacola, FL.
- Palazzo, K., Schneider, S. K., Koppes Bryan, L. (in preparation). *Positivity: How it relates to beneficial outcomes at work*. University of West Florida, Pensacola, FL.

TECHNICAL REPORTS

Supervised the preparation of over 25 technical reports on I-O related topics, such as, but not limited to: quality of work-life, job analysis, job descriptions, testing and measurement, selection, training, performance appraisal, motivation, organizational communication, employee policy and procedure manuals, employee opinion surveys, HR scorecard, quality improvement, leadership, job satisfaction, team building. These projects were completed for local, regional and national businesses.

MASTER'S THESES AND DOCTORAL DISSERTATIONS

Supervised and/or served as chair/committee member for over 20 master's theses and doctoral dissertations on various industrial-organizational psychology topics. Student names and thesis titles are available upon request.

REFEREED PAPERS, SYMPOSIA, PANEL DISCUSSIONS, POSTERS

Schneider, S., Koppes Bryan, L., & Palazzo, K. (August, 2012). *Positivity: How it relates to beneficial outcomes at work*. Poster presentation for the Annual Conference of the American Psychological Association, Orlando, FL.

Hays-Thomas, Koppes Bryan, L., Schneider, S. K., Walch, S., Vaughan, P. (2012, February). *Creating a supportive academic culture for academic women in the sciences*. Conversation hour for the Southeastern Psychological Association, New Orleans, LA.

Koppes Bryan, L., & Schneider, S. K. (Chairs). (2011, May). *Decent work and beyond: Work-life effectiveness [work-family balance] in relation to positive employee work and personal outcomes*. Symposium for the 15th European Congress of Work and Organizational Psychology. The Netherlands.

Partyka, J., Smith, M., Schneider, S.K., Palazzo, K., Linnabery, E., Weaver, A., Koppes Bryan, L. (2011, May). Exploring the relationships between work-family support, positive outlook, and employee work outcomes. In L.Koppes Bryan & S.K. Schneider (Chairs), *Decent work and beyond: Work-life effectiveness [work-family balance] in relation to positive employee work and personal outcomes*. Symposium for the 15th European Congress of Work and Organizational Psychology. The Netherlands.

Schneider, S.K., Palazzo, K., Partyka, J., Smith, M., Linnabery, E., Weaver, A., & Koppes Bryan L. (2011, May). Relationship of work-family boundaries to flow and employee work outcomes. In L.Koppes Bryan & S.K. Schneider (Chairs), *Decent work and beyond: Work-life effectiveness [work-family balance] in relation to positive employee work and personal outcomes*. Symposium for the 15th European Congress of Work and Organizational Psychology. The Netherlands.

Palazzo, K., Koppes Bryan L., Schneider, S.K., & Hale, J.D. (2011, March). *Do exercises in positive psychology make students more positive?* Poster for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Refereed Presentations, continued

Koppes Bryan, L. (Discussant). (2011, March). *Living well, working well: Positive psychology in the workplace*. Symposium for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Partyka, J., Koppes Bryan, L., Schneider, S.K., & Linnabery, E. (2011, March). Are happy people happy workers? In S.K. Schneider (chair), *Living well, working well: Positive psychology in the workplace*. Symposium for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Smith, M., Koppes Bryan, L., Schneider, S.K., & Linnabery, E. (2011, March). Does the experience of flow affect employee commitment? In S.K. Schneider (chair), *Living well, working well: Positive psychology in the workplace*. Symposium for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Palazzo, K., Schneider, S.K., Koppes Bryan, L., & Linnabery, E. (2011, March). Are happy people better organizational citizens? In S.K. Schneider (chair), *Living well, working well: Positive psychology in the workplace*. Symposium for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Koppes, L. L., & Civian, J. (2010). *The revolution of the field: Where is work-life going next?* Paper presented at the Annual Conference of the College and University Work/Family Association, Cambridge, MA: Harvard University.

Koppes, L. L., Schneider, S., Linnabery, E., Dollwet, M., & Bogese, C. (2010, April). Leader behaviors that support work-life of university staff. In L. L. Koppes (Chair), *Leadership and work-life effectiveness in universities*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Koppes, L. L. (Chair). (2010, April). *Leadership and work-life effectiveness in universities*. Symposium conducted for the meeting of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Dollwet, M., Schneider, S., & Koppes, L. L. (2010, March). *Effects of transformational and servant leadership on employee work-life balance*. Poster presentation for the Southeastern Psychological Association Annual Conference, Chattanooga, TN.

Bogese, C., Schneider, S., & Koppes, L. L. (2010, March). *Preferences for supervisor behaviors: Influence of gender and parenthood*. Poster presented at the meeting of the Southeastern Psychological Association Annual Conference, Chattanooga, TN.

Dollwet, M., Schneider, S., & Koppes, L. L. (2010, April). *The effects of transformational and servant leadership on employee work-life balance*. Poster presented at the 7th Annual SEASTARS (Scholars of Engineering, Applied Sciences, & Technology) Annual Research Symposium. University of West Florida, Pensacola, FL. BEST DEPARTMENT OF PSYCHOLOGY POSTER AWARD.

Refereed Presentations, continued

Bogese, C., Schneider, S., & Koppes, L. L. (2010, April). *Preferences for supervisor behaviors: Influence of gender and parenthood*. Poster presented at the 7th Annual SEASTARS (Scholars of Engineering, Applied Sciences, & Technology) Annual Research Symposium. University of West Florida, Pensacola, FL.

Bogese, C., Dollwet, M., Schneider, S.K., & Koppes, L. L. (2010). *Work-life effectiveness: The influence of gender and parental status on supervisor behavior preferences within the workplace*. Paper presented at the 2010 Student Conference on Human Factors and Applied Psychology. Daytona Beach, FL.

Koppes, L. L., & Schneider, S. (2009, June). *What leadership behaviors do employees find helpful for their work-life effectiveness?* Seminar conducted at the meeting of the College and University Work/Family Association, Seattle, WA.

Burke, B., Attenweiler, B., Hakel, M., Koppes, L.L., Mearns, K., & Sinangil, H.K. (2009, May). *Linking EAWOP and SIOP to develop study abroad programs for graduate students*. Symposium conducted at the 14th European Congress of Work and Organizational Psychology, Santiago, Spain.

Koppes, L. L. (Chair). (2009, April). *Work-life effectiveness: Bridging research and practice*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Koppes, L. L., Schneider, S., & Linnabery, E. (2009, April). *What managers' behaviors support employees and their work-life effectiveness?* In L. L. Koppes (Chair), *Work-life effectiveness: Bridging research and practice*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Koppes, L. L. (Chair). (2008, April). *Helping organizations that help others: Making a difference with I-O psychology*. Panel discussion conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Koppes, L. L. (Chair). (2006, May). *Challenging the scientist-practitioner model: Questions and answers*. Panel presentation conducted at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Bauer, A.M., Koppes, L.L., & Palmer, J.K. (2005). *Citizenship behavior transcends work: Academic citizenship behavior*. Poster presented at the meeting of the American Psychological Association Conference, Washington, D.C.

Palmer, J.K., Bauer, A.M., Koppes, L.L., & Berry, R. (2005). *Prediction of organizational citizenship behavior via masculinity – femininity*. Poster presented at the meeting of the American Psychological Association Conference, Washington, D.C.

Stinson, W.L., Palmer, J.K., & Koppes, L.L. (2004). *Examination of emotional intelligence as a predictor of organizational citizenship behavior*. Poster presented at the Annual Convention of the American Psychological Society, Chicago, IL.

Refereed Presentations, continued

- Brown, D.G., Palmer, J.K., Harvey, C., & Koppes, L.L. (2004). *Development and validation of an environmental health science career interest test*. Poster presented at the 16th Annual Convention of the American Psychological Society, Chicago, IL.
- Palmer, J.K., & Koppes, L.L. (2004). *Investigation of credit history validity at predicting performance and turnover*. Poster presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Palmer, J.K., & Koppes, L.L. (2003, May). *Further investigation of credit history as a predictor of employee turnover*. Poster presented at the Annual Convention of the American Psychological Society, Atlanta, GA.
- Lee, J., Siegfried, W., Hays-Thomas, R., & Koppes, L.L. (2003, April). *Master's programs in I-O: Should they be accredited?* Roundtable conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.
- Stone, N., & Koppes, L.L. (Co-Chairs). (2003, April). *Just do it! Developing I-O student competencies through applied experiences*. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.
- Koppes, L. L. (2002, August). A synthesis of strategies for teaching I-O psychology. In N. Stone (Chair), *Strategies for teaching I-O psychology*. Symposium conducted at the 110th Annual Convention of the American Psychological Association, Chicago, IL.
- Koppes, L. L., & Macey, W. H. (2002, March). *Licensing in I-O psychology: The state of affairs*. Roundtable discussion conducted at the 48th Annual Conference of the Southeastern Psychological Association, Orlando, FL.
- Koppes, L. L. (2001, August). History across the curriculum. In L. L. Koppes & D. Devonis (Chairs), *Integrating history into the undergraduate psychology curriculum*. Roundtable discussion conducted at the 109th Annual Convention of the American Psychological Association, San Francisco, CA.
- Koppes, L. L. (2001, April). Using the jigsaw classroom to teach the history of I-O psychology. In L. L. Koppes & P. D. Bachiochi (Chairs), *Ideas and innovations for teaching I-O psychology and related topics*. Symposium conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Diego, CA.
- Koppes, L. L. (Chair). (2001, April). *Preeminent women I-O psychologists: Historical and contemporary perspectives*. Panel discussion conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Diego, CA.
- Koppes, L. L. (2000, August). Reconstructing sociohistorical contexts for teaching history of psychology: An experiential approach. In R. Brown (Chair), *Crossing temporal boundaries: Enlivening deadening issues in teaching psychology's history*. Symposium conducted at the 108th Annual Convention of the American Psychological Association, Washington, D.C.

Refereed Presentations, continued

- Koppes, L. L. (Chair). (2000, April). *Faculty in an I-O Master's degree program: Strategies for success*. Roundtable discussion conducted at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., New Orleans, LA.
- Koppes, L. L. (2000, March). *The evolution of industrial and organizational psychology: A historical analysis*. Poster presented at the 46th Annual Conference of the Southeastern Psychological Association, New Orleans, LA.
- Hartenian, L. S., Hartman, E. A., & Koppes, L. L. (1999, August). *Performance appraisal feedback in a virtual team setting*. Paper presented at the 17th Annual Conference of the Association of Management/International Association of Management, Human Resources Management Division, San Diego, CA.
- Highhouse, S., & Koppes, L. L. (Chairs). (1999, April). *Partnerships, politics, and psychopathology: Industrial psychology in the early 20th century*. Symposium conducted at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Atlanta, GA.
- Koppes, L. L. (1998, April). Career issues in industrial and organizational psychology. In R. G. Downey (Chair), *Career paths in industrial and organizational psychology: Expanding the horizons*. Panel discussion conducted at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Dallas, TX.
- Koppes, L. L. (1997, June). *American female pioneers of industrial and organizational psychology*. Poster presented at the 2nd Annual Industrial and Organizational Psychology Conference of the Australian Psychological Society, Melbourne, Australia.
- Koppes, L. L. (Chair). (1997, April). *The 50th anniversary of Division 14/SIOP: Past presidents share their perspectives*. Symposium conducted at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., St. Louis, MO.
- Koppes, L. L. (Chair). (1997, April). *Historical foundations of industrial and organizational psychology*. Symposium conducted at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., St. Louis, MO.
- Koppes, L. L. (1995, March). *Female pioneer of applied psychology: Elsie Oschrein Bregman*. Poster presented at the 41st Annual Conference of the Southeastern Psychological Association, Savannah, GA.
- Koppes, L. L. (1994, August). *First American female psychologists of industrial and organizational psychology*. Paper presented at the 102nd Annual Convention of the American Psychological Association, Los Angeles, CA.
- Trahan, W. A., Koppes, L. L., Hartman, E. A., & Perlman, B. (1994, June). *Age, job satisfaction, and work outcomes affect perceptions of computer use and skills*. Poster presented at the 6th Annual Conference of the American Psychological Society, Washington, D.C.

Refereed Presentations, continued

- Koppes, L. L. (1994, April). Mary Holmes Stevens Hayes. In L. L. Koppes (Chair), *The founding mothers: Female industrial and organizational psychologists in the early years*. Symposium conducted at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Nashville, TN.
- Koppes, L. L. (Chair), *The founding mothers: Female industrial and organizational psychologists in the early years*. Symposium conducted at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Nashville, TN.
- Koppes, L. L. (Chair). (1994, April). *Is there a future to SIOP's history?* Conversation hour conducted at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Koppes, L. L., Hartenian, L. A., & Hartman, E. A. (1993, June). *Performance appraisal feedback influences ratee cognitive processing*. Poster presented at the 5th Annual Convention of the American Psychological Society, Chicago, IL.
- Simerson, G. R., Seigfried, W. D., Lowe, R. H., Koppes, L. L., & Farr, J. L. (1993, April). *Master's level industrial and organizational training: Recent developments and implications for SIOP*. Roundtable discussion conducted at the 8th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Francisco, CA.
- Koppes, L. L., & Reed, C. (1993, March). *Effects of missing information in selection interviewing*. Poster presented at the 39th Annual Conference of the Southeastern
- Koppes, L. L. (1992, April). *Cognitive appraisal of the performance appraisal process: A stressful experience?* Poster presented at the 35th Annual Conference of the Midwest Academy of Management, St. Charles, IL.
- Hartman, E. A., Trahan, W. A., Koppes, L. L., & Perlman, B. (1991, August). *Computer use uniquely related to job satisfaction*. Poster presented at the 3rd Annual Conference of the American Psychological Society, Washington, D. C.
- Koppes, L. L. (Chair). (1991, April). *Industrial and organizational psychology master's level training: Reality in search of legitimacy*. Symposium conducted at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., St. Louis, MO.
- Koppes, L. L., & Billings, R. S. (1990, April). *Coping with stress: An application of attribution theory*. Poster presented at the 5th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Miami, FL.
- Koppes, L. L., & Fruehauf, D. R. (1990, April). *Causal attributions of job-related stress: Suggestions for research*. Paper presented at the 33rd Annual Conference of the Midwest Academy of Management, Milwaukee, WI.

INVITED PRESENTATIONS

Koppes Bryan, L., Anderson, G., & Senft, K. (2012, May). *College and university web sites: Helping campuses get from "good" to "great."* Invited presentation for the Annual Conference of the College and University Work/Family Association, Ann Arbor, MI.

Koppes Bryan, L. (2012, March). *Positive psychology: Living well at every stage of life.* Invited presentation for the Leisure Learning Society, Pensacola, FL.

Wang, A., Frederick-Recascino, T., & Koppes Bryan, L. (2012, February). *Thinking about academic administration? Advice from the field.* Panel discussion for the Annual Conference of the Southeastern Psychological Association, New Orleans, LA.

Koppes Bryan, L. (Chair). (2012, February). *So, you think you might like to be a department chair?* Conversation hour for the Annual Conference of the Southeastern Psychological Association, New Orleans, LA.

White, J., Koppes Bryan, L., & Hill, A. (2012, February). *APA how to publish.* Panel discussion for the Southeastern Psychological Association Annual Conference, New Orleans, LA.

Koppes Bryan, L. (2011, December). *Higher education and human resource practices in the Czech Republic 2004: A culture in transformation.* Invited presentation for the 20th Anniversary Celebration Conference of the U.S. and Czech Republic Fulbright Commissions. Czech Republic Consulate, New York, NY.

Ross, T., Gillan, D., Koppes Bryan, L., & Smith, P. (2011, November). *Departmental strategic planning.* Panel Discussion for the Annual Meeting of the Association of Heads of Departments of Psychology, Atlanta, GA.

Messer, W., Koppes Bryan, L., Hills, B., & Cote, N. (2011, November). *Capstone experiences.* Panel Discussion for the Annual Meeting of the Association of Heads of Departments of Psychology, Atlanta, GA.

Parnass, R., Ashby, B., Costikyan, N., Koppes Bryan, L., & Nuter, J. (2011, May). *Strategic Discussion with CUWFA members who participated in the National Work-Life Summit, WorldatWork/AWLP: Implications for CUWFA.* Panel presentation for the Annual Conference of the College and University Work/Family Association, San Diego, CA.

VanWormer, L., & Koppes Bryan, L. (2011, March). *Building a center on aging: The use and establishment of partnerships.* Conversation hour for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Koppes Bryan, L., & White, J. (2011, March). *APA how to publish.* Panel discussion for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Koppes Bryan, L. L. (2010, November). Case study and strategies for uniting a divided department. In D McCarty, H. M. Lips, & L. L. Koppes Bryan, *Uniting a Divided Department/Dealing with Faculty Conflict.* Panel Discussion for the Annual Meeting of the Association of Heads of Departments of Psychology, Atlanta, GA.

Invited Presentations, continued

- Koppes, Bryan, L. L. (2010, October). *The role of leaders in fostering a work-life friendly culture*. Invited presentation for the River Cities I-O Conference, University of Tennessee-Chattanooga, Chattanooga, TN.
- Koppes Bryan, L. L. (2010, October). *Faculty/Staff: Accessing disability resources at UWF*. Presentation for Disability Awareness Day at UWF, Pensacola, FL.
- Koppes, L. L. (2010, January). *Building leaders and leadership capacity*. Invited presentation For the American Society for Training and Development Pensacola Area Chapter. Pensacola, FL.
- Koppes, L. L. (2009, November). *The Czech Republic: A glimpse at higher education, human resources practices, and leadership*. Invited presentation for Berea College, Berea, KY.
- Koppes, L. L. (2009, August). *Shifting sands, moving tides: Strategies for leading change in your organization*. Workshop for the Florida State Directors meeting of Small Business Development Centers. Pensacola, FL.
- Koppes, L. L. (2009, June). *Shifting sands, moving tides: Strategies for leading change*. Workshop for the Institute for Academic Leadership, State of Florida. Howey in the Hills, FL.
- Halonen, J., Koppes, L. L., & Walch, S., & (2009, February). *Planning, assessment, and leadership in undergraduate psychology*. Workshop at the Annual Convention of the Southeastern Psychological Association. New Orleans, LA.
- Koppes, L. L. (2008, August). *Higher education and human resource practices in the Czech Republic: A culture in transformation*. Poster presentation at the Annual Convention of the American Psychological Association, Boston, MA.
- Koppes, L. L. (2008, May). *Military initiatives: Symposium and postdoctoral fellowship*. Invited presentation for the Military Policy Council, University of West Florida, Pensacola, FL.
- Koppes, L. L. (Presenter). (2008, April). *The future of I-O education: Theme track integration and open forum*. In S. D. Steinhaus (Chair), Panel discussion for the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Koppes, L. L. (2008, April). *Enrollment management in the department of psychology*. Invited workshop for the UWF All Chairs Meeting, University of West Florida, Pensacola, FL.
- Koppes, L. L., & Schneider, S. (2008, April). *Student engagement in the department of psychology*. Invited presentation to University Town Hall Meeting, University of West Florida, Pensacola, FL.
- Koppes, L. L. (2008). *The hidden casualties of war*. Invited presentation for the UWF Military Policy Council, University of West Florida, Pensacola, FL.

Invited Presentations, continued

- Koppes, L. L. (2008, February). *Higher education and human resources practices in the Czech Republic*. Invited presentation for the Northwest Florida Psychological Association, Pensacola, FL.
- Koppes, L. L. (2008, March). *The past is prologue: What does a history of I-O psychology inform us of today's work and organizations?* Invited presentation for the Annual Conference of the Southeastern Psychological Association, Charlotte, NC.
- Koppes, L.L. (2008, January). *Balancing work and life in faculty positions*. Invited workshop for the Center of University, Teaching, Learning, and Assessment, University of West Florida, Pensacola, FL.
- Koppes, L. L. (2007, December). *Strategic planning and assessment in the department of psychology*. Invited presentation for the UWF Board of Trustees Academic Committee meeting, University of West Florida, Pensacola, FL.
- Bandelli, A.C., Lopez Rivas, G. E., Ottinot, R. C., Koppes, L. L. (2006, May). *Facilitating collaboration among graduate students*. Roundtable discussion for the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Koppes, L. L. (2006, April). University of Kentucky: Strategies for recruiting and retaining the 50+ mature workforce. In N. Spivey (Panel Moderator), *Where it's working and how*. Presentation for The 50+ Workforce 2020: A Blueprint for Innovation, U.S. Chamber of Commerce, Covington, KY.
- Koppes, L. L. (2005, November). *Cross-cultural perspectives in education and human resource practices*. Presentation for the River Cities Industrial and Organizational Psychology Conference. Northern Kentucky University, Highland Heights, KY.
- Koppes, L.L. (2005, April). *Meet the TIP Editorial Board*. Roundtable discussion at the Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Koppes, L.L. (2005, Spring). *Cross-cultural citizenship behaviors*. Colloquium presented to DePaul University, Department of Psychology, Chicago, IL.
- Koppes, L.L. (2005, January). *A Fulbright Scholar: Tales of a Czech traveler*. Richmond Rotary Club, Richmond, KY.
- Koppes, L.L. (2004, April).. *How to be a successful leader*. University of Hradec Králové, Czech Republic.
- Koppes, L.L., & Bryan, K.R. (2004, April). *The civil rights movement in the United States*. Presentation for American Studies class, University of Hradec Králové, Czech Republic.
- Koppes, L.L., & Scontrino, P. (2003, April). *What you need to know/do to become a licensed psychologist*. Roundtable discussion for the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Invited Presentations, continued

Koppes, L. L. (2003, April). *Education and training in I-O psychology and related topics: Open meeting with the Education and Training and Long Range Planning Committees*. Discussion held at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Koppes, L.L., & Harris, T. (2003, April). *SIOP Education and Training Committee: The Instructor's guide to I-O psychology-Strategies for development implementation, evaluation, and publicity*. Conversation hour held at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Tippins, N.T., McHale, S.M., Brawer, M.P., Koppes, L.L., Klimoski, R.J., & Hays-Thomas, R. (2003, April). *Should I-O psychologists be licensed? Yes, no, and maybe*. Panel discussion for the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Koppes, L. L. (2002, April). *Education and training in I-O psychology and related topics: Open meeting with the Education and Training and Long Range Planning Committees*. Discussion held at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Toronto, Canada.

Koppes, L. L. & Stanton, J. M. (2002, April). *Experiential learning in organizational sciences: The artful practice of getting students involved in learning I-O and OB courses*. Tutorial workshop conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Toronto, Canada.

Quinones, M.A., McPhail, S.M., Koppes, L.L., Klimoski, R.J., Ryan, A.M., & Murphy, K.R. (2001, April). *SIOP's licensure policy: Issues and options*. Invited panel discussion for the 16th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Diego, CA.

Burke, M., Ryan, A.M., Klein, K. J., & Koppes, L. L. (2001, April). *The future of I-O in psychology departments: Open meeting with the education and training and long range planning committees*. Invited discussion for the 16th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Diego, CA.

Koppes, L. L. (2001, April). *Industrial-Organizational Psychology*. Invited presentation for the Annual Psychology Department Faculty and Student Retreat, Berea College, Camp Burnam Wood, Kentucky.

Koppes, L. L. (2001, March). A preliminary account of the history of industrial-organizational psychology in the southeast. In J. Pate (Chair), *History of psychology in the southeast*. Invited symposium for the 47th Annual Conference of the Southeastern Psychological Association, Atlanta, GA.

Koppes, L. L. (2001, March). *Preparing for graduate school II: Long-term strategies for success*. Invited Psi Chi panel discussion for the 47th Annual Conference of the Southeastern Psychological Association, Atlanta, GA.

Invited Presentations, continued

- Aiman-Smith, L. & Koppes, L. L. (Chairs). (2000, April). *Factors of change: Reflections and predictions from past presidents*. Invited symposium for the 15th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., New Orleans, LA.
- Cornwell, J. M., Brown, A. R., Burke, B. G., Gilmore, D. C., Koppes, L. L., & Stolp, S. (2000, March). *Master's degree in I-O? Career opportunities and graduate programs*. Invited panel discussion for the Annual Meeting of the Southeastern Industrial/Organizational Psychological Association at the 46th Annual Conference of the Southeastern Psychological Association, New Orleans, LA.
- Koppes, L. L. (2000, March). Ideal time line for graduate school preparation. In S. Wilson (Chair), *Preparing for Graduate School I: Options and Timelines*. Invited Psi Chi panel discussion for the 46th Annual Conference of the Southeastern Psychological Association, New Orleans, LA.
- Koppes, L. L. (1998, August). *Early female contributors to industrial and organizational psychology: Inadvertent architects of history*. Invited address presented for the 106th Annual Convention of the American Psychological Association (Division 26), San Francisco, CA.
- Koppes, L. L. (1997, October). *What is industrial-organizational psychology?* Invited colloquium for the Department of Psychology, Earlham College, Richmond, IN.
- Koppes, L. L. (1997, August). *Female pioneers of industrial and organizational psychology*. Invited address presented for the 105th Annual Convention of the American Psychological Association (Division 14), Chicago, IL.
- Koppes, L. L. (1997). *Early history of personnel selection*. Invited presentation for the Krannert School of Management, Purdue University, West Lafayette, IN.

REVIEWER ACTIVITIES

JOURNAL REVIEWER

American Psychologist
Journal of Applied Psychology
Journal of the History of Psychology
Multivariate Behavioral Research Journal

Psychological Bulletin
Psychological Science
Police Quarterly

CONFERENCE REVIEWER

Academy of Management, Program Reviewer, Management History
College and University Work/Family Association
Society for Industrial and Organizational Psychology
Southeastern Psychological Association

EDITORIAL RESPONSIBILITIES

Associate Editor, *The Psychologist-Manager Journal*
Editorial Board, *The Psychology of Human Resources*
Editor, *The Industrial-Organizational Psychologist* (2004-2007)
Consulting Editor, *Journal of Business and Psychology*

ACADEMIC SERVICE

State System-Level

Advisory Board, Conference on “Celebrating our Achievements-Defining our Future,”
University of Wisconsin System
Committee of Experts, Pay and Gender Equity Study, University of Wisconsin System
Workshop Facilitator, Institute of Academic Leadership, State of Florida Board of Governors

University-Level

Academic Council, TSU
Academic Policies and Practices Committee, TMU
Academic Program Review Committee, ECU
Academic Visioning Committee Consultant, UWF
Academic Visioning Oversight Committee, UWF
Alpha Kappa Psi National Business Fraternity, Advisor, TSU
Budget Advisory Council to President, ECU
Council on Academic Affairs, ECU
Disability Awareness Committee, UWF
Ed.D. Program Committee, UWF
Educational Resources Committee, TSU
Employee Assistance Program Advisory Board, Chair, University of Wisconsin-Oshkosh (UWO)
Equal Opportunity Committee, ECU
Facilities Committee, ECU
Faculty Executive Committee, TSU
Faculty Senate, Senator, ECU
Graduate Faculty, ECU; UWO
High Achieving Students Task Force, UWF
Human Resources Steering Committee, ECU
Human Subjects Review Committee (IRB), Chair, UWO
Kentucky Council on Postsecondary Education (CPE), University Liaison, ECU
Leadership Development Council, UWF
Library Committee, ECU
New Faculty Orientation Committee, ECU
President’s Cabinet, ECU
President’s Commission on Women, University of Kentucky (UK)
SACS University Liaison, ECU
SACS Review Project, University Leadership Team, ECU
SACS Review Project, Institutional Effectiveness Subcommittee, Chair, ECU
Search Committee for Institutional Research Director, Chair, UWF
Self-Study Committee, North Central Association for Colleges & Schools Accreditation, TMU
Shared Leave Proposal Ad Hoc Committee, UK
Staff Senate Strategic Planning Retreat Facilitator, UWF

Academic Service, continued

University-Level, continued

Strategic Planning Committee, Chair, EKU
Strategic Planning and Budgeting Work Group, UWF
Strategic Planning and Resource Allocation Work Group, UWF
University Assessment Committee, EKU; TSU
University Grievance Committee, EKU
University Minority Mentor Program, Mentor, UWO
Who's Who of America Students Selection Committee, UWF
Women's Studies Program and Advisory Board, UWF
4+1 Programs Work Group, UWF

College-Level

AACSB International Accreditation Self-Study, TSU
Business Advisory Board, School of Business, TSU
College of Arts and Sciences Leadership Council, UWF
Dean Search Committee, College of Arts & Sciences, EKU
Environmental Studies Committee, College of Letters and Science, UWO
Faculty Search Committees, School of Business, Tri-State University, EKU
MBA Feasibility Study Committee, Co-Chair, School of Business, TSU
Mentor for New Department Chairs, UWF
Public Health Research Consortium, UWF School of Allied Health and Life Sciences
Semester Conversion Project (quarters to semesters), School of Business, TSU
Strategic Planning Committee, Chair, School of Business, TSU
Student Advisory Board, Advisor, School of Business, TSU

Department-Level

Academic Practices Committee, EKU
Academic Program Review Committee, Chair, UWO
Budget Committee, UWO
Community Outreach Committee, UWF
Ethics Committee, EKU
Faculty Search Committee, EKU; UWO; UWF
Faculty and Staff Enhancement Committee, UWF
Graduate Admissions Committee, EKU; Chair, UWO
Graduate Comprehensive Exam Committee, EKU
Graduate Curriculum Committee, EKU; UWO
Graduate Program Review Committee, UWO
Infrastructure and Operations Committee, UWF
Merit Pay Committee, EKU
Planning Committee, Chair, UWO
Psi Chi National Society, Advisor, UWF
Psychology Club, Advisor, TMU
Students Helping and Promoting Education (SHAPE), Founding Advisor, UWF
Student Psychological Association, Advisor, UWF

PROFESSIONAL SERVICE

American Psychological Association

History Oversight Committee, Chair

Division 26: Executive Committee, Membership Chair; Long-Range Planning

Committee, Member; Awards Committee, Member

Commission, Golden Anniversary of Divisions, Division 14 Rep.

College and University Work/Family Association

Board of Directors, President and Member

Conference Committee, Member; Professional Enrichment Committee, Chair

Kentucky Psychological Association, Meyer Undergraduate Research Award, Judge

Kentucky State Board of Psychology: I-O Psychology Study Group, Licensing, Member

Northwest Florida Psychological Association Board of Directors, Member

Society for Industrial and Organizational Psychology

Awards Committee, Katzell Award Subcommittee, Chair

Education and Training Committee, Chair

Task Force on Licensing, Co-Chair

Editor, *The Industrial-Organizational Psychologist (TIP)*

Education, Training and Teaching Column Founder/Co-Editor,

Editorial Board, *The Industrial-Organizational Psychologist*

Education and Training Committee, Chair

Subcommittee: Guidelines for Education and Training at the Master's Level

Subcommittee: International Education in I-O psychology

Governance Task Force, Member

Historian

History Committee, Member

Program Reviewer for Annual Conference

Southeastern Psychological Association: Southeastern Industrial-Organizational Psychology
Association (SEIOPA) Conference Program, Chair

PROFESSIONAL MEMBERSHIPS

American Psychological Association

Association for Women in Science

Association of Department Heads of Psychology

Association for Psychological Science

Cheiron, The International Society for the History of Behavioral and Social Sciences

College and University Work/Family Association

Council of Graduate Departments of Psychology

Council of Undergraduate Programs of Psychology

European Association of Work and Organizational Psychology

International Association for Applied Psychology

Society for Industrial and Organizational Psychology

U.S. Fulbright Association

COURSES TAUGHT

Undergraduate

Business and Public Policy
Human Diversity: A Psychological Perspective
Human Growth and Development
Human Resources Management
Industrial-Organizational Psychology
Introduction to Business
Introduction to Counseling
Introduction to Psychology
Introduction to Statistics for the Social Sciences
Orientation for Business Majors
Organizational Behavior
Principles of Management
Psychology as a Social Science
Psychological Testing and Measurement
Senior Research Seminar
Marketing Research
Careers in Psychology (on-line course)
Positive Psychology (on-line course)

Graduate

Multivariate Statistics
Organizational Psychology
Personnel Psychology
I-O Applied Practicum
Professional Concerns
Psychological Testing and
Measurement
Selection and Performance Appraisal
Seminar on Current Topics:
Selection Interviewing
Statistical Principles in Experimental
Positive Psychology
Training and Development
Organizational Development
Organizational Behavior
Leadership
Current Issues in I-O Psychology

PROFESSIONALLY RELATED COMMUNITY ACTIVITIES

African American Heritage Society, Board of Directors, Pensacola, FL
Emerald Coast Children's Promise Zone, Board of Directors, Pensacola, FL
Favor House of Northwest Florida, Board of Directors, Pensacola, FL
MSIO Advisory Board Member, Northern Kentucky University, Covington, KY
American Red Cross, Bluegrass Chapter, Volunteer, Lexington, KY
Habitat for Humanity, Volunteer, Lexington, KY
Habitat for Humanity, Global Village Volunteer, Radauti, Romania
Friends of Fine Arts, Eastern Kentucky University, Richmond, KY
Friends of EKV Dance Theatre, Eastern Kentucky University, Richmond, KY
English as a Second Language Tutor, Operation Read, Lexington, KY
Central Kentucky Riding for the Handicapped, Volunteer, Lexington, KY
Angola Area Chamber of Commerce, Board of Directors, Angola, IN
Elijah Haven Crisis Intervention Center, Board of Directors, Chair, LaGrange, IN
Steuben County Domestic Violence Task Force, Angola, IN
Steuben County Literacy Coalition, Board of Directors, Angola, IN
101 Lakes Kiwanis International, Board of Directors, Steuben County, IN
Southwest Oshkosh Rotary Club, Membership Committee Chair, Oshkosh, WI
Oshkosh Foundation Committee, Oshkosh, WI