

MICHAEL M. HARRIS

College of Business Administration
University of Missouri - St. Louis
One University Boulevard
St. Louis, MO 63121-4499
Telephone: (314) 516-6280
Fax: (314) 516-6420
Email: mharris@umsl.edu

Academic Appointments

June 2007 – June 2009	Thomas Jefferson Professor
September 1998 – Present	Professor of Management, School of Business Administration, University of Missouri - St. Louis
September 1991 - August 1998	Associate Professor of Management, School of Business Administration, University of Missouri - St. Louis
August 1988 - August 1991	Assistant Professor of Management, School of Business Administration, University of Missouri - St. Louis
August 1984 - August 1988	Assistant Professor of Organizational Behavior and Human Resource Management, Krannert Graduate School of Management, Purdue University

Education

Ph.D., 1984	University of Illinois at Chicago Major: Industrial/Organizational Psychology Minor: Quantitative Methods
M.A., 1981	University of Illinois at Chicago Major: Industrial/Organizational Psychology
B.A., 1978	University of Illinois at Chicago Major: Psychology

Honors

Thomas Jefferson Award (2007)

Douglas E. Durand College of Business Administration Award for Research Excellence (2004)

Public Policy Research Center Fellow (1989-2001)

Center for International Studies Fellow or Research Associate (2000-present)

International Business Institute Fellow (2003-present)

Who's Who in Business Higher Education (2003-present)

Expert Witness Cases

1. Wakefield v. Monsanto (Case No. 87-0478C(6)) (For plaintiff, case settled out of court). Deposed twice. Conducted statistical analyses for pay discrimination and performance appraisal ratings and reviewed performance appraisal system. Two reports written.
2. Allen et al. v. UTU/Amtrak (Case No. 88-0675-C(3)) (For plaintiff, case settled out of court). Conducted statistical analyses for seniority formula and age. Wrote one report.
3. Ethical Society of Police et al. v. Board of Police Commissioners of St. Louis (For plaintiff, Defendant's motion for summary judgment sustained). Deposed once. Conducted statistical analyses for adverse impact and reviewed validity study. Wrote one report.
4. Shore v. Ritepoint/Chromatic, et al (Case No 4:95CV01453TIA) (For plaintiff; case settled out of court). Deposed once. Conducted statistical analyses for adverse impact and reviewed selection/retention procedures. Wrote one report.
5. Calvin Stalls and Albert Upchurch v. City of Centralia (Case No 96-157-WLB) (For plaintiffs; case settled out of court). Deposed once. Conducted statistical analyses for adverse impact and reviewed testing procedures. Wrote one report.
6. J.E. Mittler Company v. Creve Coeur Camera (For defendant; case won by defendant). Testified in St. Louis County Court trial regarding adequacy of the compensation study. Reviewed consultant's compensation study for defendant and wrote one report regarding adequacies of the report.
7. Carr v. Citicorp (For defendant; case settled out of court). Reviewed materials charging disability discrimination.
8. Morgan et al. v. United Parcel Service (Case No. 4:94CV1184CEJ) (For defendant; defendant's motion for summary judgment sustained). Served as expert consultant; reviewed research, technical reports produced by plaintiffs, and assisted defendant's attorneys in preparing for depositions.
9. EEOC v. Beverly Enterprises – Missouri, Inc. (For defendant; settled out of court). Conducted statistical analyses and reviewed turnover literature. Wrote one report; deposed once. (www.eeoc.gov/press/7-2-01.html)
10. Jenkins et al. v. BellSouth (2:02 CV 01057) (For plaintiffs; class certification denied). Served as expert witness, wrote reports analyzing promotion and pay systems, presence of stereotyping and organizational culture, and validity of testing program. Wrote two reports. Deposed once. (2004-2005).

In addition to these cases, I worked for 1 ½ years as a part-time affiliate for SHL's litigation support group, under direction of Dr. Frank Landy, on a variety of different employment discrimination cases. My responsibilities in this position included data collection projects, report writing, preparing deposition questions, and analyzing opposing reports. I did not testify in any of those cases.

Papers Under Review or Revision

Harris, M., Anseel, F., & Lievens, F. "Keeping Up with the Joneses: The Relationship Between Upward, Downward, and Lateral Comparisons and Pay Level Satisfaction." Journal of Applied Psychology. Under Second Revision.

Published Papers

- Balser, D., & Harris, M. Factors Affecting Employee Satisfaction with Disability Accommodation: A Field Study. Employee Rights and Responsibilities Journal. In Press.
- Lievens, F., Anseel, F., Harris, M., & Eisenberg, J. "Measurement Invariance of the Pay Satisfaction Questionnaire Across Three Countries." Educational and Psychological Measurement. In Press.
- Harris, M., Lievens, F., & Van Hoye, G. (2004). "“I Think They Discriminated Against Me”: Using Prototype Theory And Organizational Justice Theory For Understanding Perceived Discrimination In Selection And Promotion Situations." International Journal of Selection and Assessment, *12*, 54-65.
- Harris, M., Van Hoye, G., & Lievens, F. (2003). "Privacy and Attitudes Towards Internet-Based Selection Systems: A Cross-Cultural Comparison." International Journal of Selection and Assessment, *11*, 230-236.
- Lievens, F., Harris, M., Van Keer, E., & Bisqueret, C. (2003). Predicting Cross-cultural Training Performance: The Validity of Personality, Cognitive Ability, and Dimensions Measured by an Assessment Center and a Behavior Description Interview. Journal of Applied Psychology, *88*, 476-489.
- Gilbreath, B., & Harris, M. (2002). Performance-Based Pay in the Workplace: Magic Potion or Malevolent Poison? Behavioral Analyst Today, *3*, 311-322.
- Berkson, H., Ferris, G., & Harris, M. (2002). The Recruitment Interview Process: Persuasion and Organization Reputation Enhancement in Competitive Labor Markets. Human Resource Management Review, *12*, 359-375.
- Harris, M., Gilbreath, B., & Sunday, J. (2002). Why Are Women Paid Less Than Men, But Given Higher Raises? Journal of Business and Psychology, *16*, 499-514.
- Harris, M. (2000). The Internet and Industrial/Organizational Psychology: Practice and Research Perspectives, Journal of e-Commerce and Psychology, *1*, 4-23. **Reprinted in:** J. Silvester (Ed.). (2007). "Organizational Psychology: Critical Concepts in Psychology," Routledge. **Also Reprinted in:** J. Jones & S. Brasher (Eds.) (2005). "Advances in e.Business and Psychology," BPRI Press.
- Harris, M., Gilbreath, B., and Sunday, J. (1998). "A Longitudinal Examination of a Merit Pay System: Relationships Between Performance Ratings, Merit Increases, and Total Pay Increases." Journal of Applied Psychology, *83*, 825-831.
- Harris, M., Smith, D., and Champagne, D. (1995). "A Field Study of Performance Appraisal Purpose: Research-Versus Administrative-Based Ratings." Personnel Psychology, *48*, 151-160.
- Harris, M., and Bladen, A. (1994). "Wording Effects in the Measurement of Role Conflict and Role Ambiguity: A Multitrait-Multimethod Analysis." Journal of Management, *20*, 887-901.
- Harris, M., and Fink, L. (1994). "Employee Benefit Programs and Attitudinal and Behavioral Outcomes: A Preliminary Model." Human Resource Management Review, *4*, 117-129.
- Harris, M. (1994). "Rater Motivation in the Performance Appraisal Context: A Theoretical Framework." Journal of Management, *20*, 737-756.
- Mesch, D., Harris, M., and Williams, P. (1994). "Debate: Managerial Skill-Building through Contest." Journal of Management Education, *18*, 258-264.

- Harris, M., and Heft, L. (1993). "Preemployment Urinalysis Drug Testing: A Critical Review of Psychometric and Legal Issues and Effects on Applicants." Human Resource Management Review, 3, 271-291.
- Harris, M. (1993). "Drugs in the Workplace: Setting the Record Straight." Journal of Drug Issues, 23, 573-578.
- Highhouse, S., and Harris, M. (1993). "The Measurement of Assessment Center Situations: Bem's Template Matching Technique for Examining Exercise Similarity." Journal of Applied Social Psychology, 23, 140-155.
- Harris, M., Becker, A., and Smith, D. (1993). "Does the Assessment Center Scoring Method Affect the Cross-Situational Consistency of Ratings?" Journal of Applied Psychology, 78, 675-678.
- Harris, M., and Heft, L. (1992). "Alcohol and Drug Use in the Workplace: Issues, Controversies, and Directions for Future Research." Journal of Management, 18, 239-266.
- Harris, M. (1991). "Role Conflict and Role Ambiguity as Substance Versus Artifact: A Confirmatory Factor Analysis of House, Schuler, and Levanoni's (1983) Scales," Journal of Applied Psychology, 76, 122-126.
- Harris, M. (1990). "Methodological Issues and Statistical Techniques In Conflict Management Research: An Update," International Journal of Conflict Management, 1, 293-307.
- Harris, M., Dworkin, J., and Park, J. (1990). "Pre-employment Screening Procedures: How Human Resource Managers Perceive Them," Journal of Business and Psychology, 4, 279-292.
- Harris, M., and Schaubroeck, J. (1990). "Confirmatory Modeling in Organizational Behavior/ Human Resource Management: Issues and Applications," Journal of Management, 16, 337-360.
- Harris, M. (1989). "Reconsidering the Employment Interview: A Review of Recent Literature and Suggestions for Future Research," Personnel Psychology, 42, 691-726.
- Harris, M., and Fennell, M. (1988). "Perceptions of an Employee Assistance Program and Employees' Willingness to Participate," Journal of Applied Behavioral Science, 24, 423-438.
- Harris, M., and Dworkin, J. (1988). "Recent Developments in Non-traditional Employment Testing: An Introduction," Journal of Business and Psychology, 3, 127-134.
- Harris, M., and Fennell, M. (1988). "A Multivariate Model of Job Stress and Alcohol Consumption," Sociological Quarterly, 29, 391-406.
- Harris, M., Heller, T., and Braddock, D. (1988). "Sex Differences in Psychological Well-Being During a Facility Closure," Journal of Management, 14, 391-402.
- Harris, M., and Schaubroeck, J. (1988). "A Meta-Analysis of Self-Supervisor, Self-Peer, and Peer-Supervisor Ratings," Personnel Psychology, 41, 43-62. *Reprinted in:* W. C. Borman (Ed.) (1994), Performance Evaluation (The International Library of Management Series). Brookfield, VT: Dartmouth.
- Sackett, P., and Harris, M. (1988). "A Further Examination of the Constructs Underlying Assessment Center Ratings," Journal of Business and Psychology, 3, 214-229.
- Harris, M., and Fink, L. (1987). "A Field Study of Job Applicant Reactions to Employment Opportunities: Does the Recruiter have an Effect?" Personnel Psychology, 40, 765-784.
- Harris, M., and Sackett, P. (1987). "A Factor Analysis and Item Response Theory Analysis of an Employee Honesty Test," Journal of Business and Psychology, 2, 122-135.

- Dworkin, J., and Harris, M. (1986). "Polygraph Tests: What Labor Arbitrators Need to Know," Arbitration Journal, 41, 23-33.
- Sackett, P., Harris, M., and Orr, J. (1986). "On Seeking Moderator Variables in the Meta- Analysis of Correlational Data: A Monte Carlo Investigation of Statistical Power and Resistance to Type 1 Error," Journal of Applied Psychology, 71, 302-310.
- Sackett, P., and Harris, M. (1984). "Honesty Testing for Personnel Selection: A Review and Critique," Personnel Psychology, 7, 221-245.
- Rogers, R., Harris, M., and Thatcher, A. (1983). "Identification of Random Responders on the MMPI: An Actuarial Approach," Psychological Reports, 53, 1171-1174.

Books

- Harris, M. (Ed; In Press). Handbook of Research in International Human Resource Management. Mahwah, NJ: Erlbaum
- Harris, M. (2000). Human Resource Management: A Practical Approach. Dryden Press. 2nd Edition.
- Eder, R. & Harris, M. (1999). The Employment Interview Handbook. Sage Publications.
- Harris, M. (1997). Human Resource Management: A Practical Approach. Dryden Press. 1st Edition.

Book Chapters and Cases

- Harris, M. "The Employee Who Couldn't..." Case addressing Americans with Disabilities Act in the workplace. In C. Harvey & J. Harvey (Eds.), Understanding and Managing Diversity in the Workplace (4th Edition). In press.
- Harris, M. Introduction. In M. Harris (Ed.), The International Handbook of International Human Resource Management. Mahwah, NJ: Erlbaum. In Press.
- Harris, M., & Park, S. International compensation. In M. Harris (Ed.), The International Handbook of International Human Resource Management. Mahwah, NJ: Erlbaum. In Press.
- Harris, M. Summary and conclusions. In M. Harris (Ed.), The International Handbook of International Human Resource Management. Mahwah, NJ: Erlbaum. In Press.
- Harris, M. Internet-based Recruitment. In T. Torres-Coronas & M. Arias-Oliva Encyclopedia of human resources information systems: challenges in e-HRM. (Submitted).
- Harris, M., & Lievens, F. (2006). "Selecting Employees for Global Assignments: Can Assessment Centers Measure Cultural Intelligence?" In A. Rahim & R. Golembiewski (Eds.), Current Topics in Management, Vol. 11.
- Harris, M. (2006). "Internet Testing: An Examinee Perspective." In D. Bartram and R. Hambleton (Eds.), Computer-Based Testing and the Internet: Issues and Advances. (pp. 115-133) Chichester, England: John Wiley.
- Harris, M. (2004). "Alcohol and Drug Use In the Workplace." In R. Griffin and A. O'Leary-Kelly (Eds.), The Dark Side Of Organizational Behavior. (pp. 341-372). San Francisco, CA: Jossey-Bass.
- Lievens, F., & Harris, M. M. (2003). "Research on Internet Recruitment and Testing: Current Status and Future Directions." In I. Robertson, and C. L. Cooper (Eds.), International Review of Industrial and Organizational Psychology (Volume 18). Pp. 131-165. Chichester, UK: John Wiley. *Reprinted in*: J. Silvester (Ed.). (2007). "Organizational Psychology: Critical Concepts in Psychology," Routledge

- Harris, M., & Lasson, E. (2003). "Recruitment." In J. Edwards, J. Scott, and N. Raju (Eds.), The Human Resources Program-Evaluation Handbook. Pp. 71-88. Sage Publications.
- Harris, M., London, M., Byham, W., & Buckner, M. (2003). "Succession Management." In J. Edwards, J. Scott, and N. Raju (Eds.), The Human Resources Program-Evaluation Handbook. Pp. 244-261. Sage Publications.
- Harris, M., & Heft, L. (2001). "Organizational Integration." In D. Bracken, C. Timmreck, & A. Church (Eds.), Handbook of MultiSource Feedback, Jossey-Bass.
- Harris, M. (1999). "The Structured Interview: What Constructs Are Being Measured?" In R. Eder & M. Harris (Eds.), The Employment Interview Handbook. Sage Publications.
- Harris, M., and Eder, R. (1999). "The State of Employment Interview Practice: Commentary and Extension." In R. Eder & M. Harris (Eds.), The Employment Interview Handbook. Sage Publications.
- Eder, R., and Harris, M. (1999). "Employment Interview Research: Historical Update and Introduction." In R. Eder & M. Harris (Eds.), The Employment Interview Handbook. Sage Publications.
- Berkson, H., Harris, M., and Ferris, G. (1999). "The Recruitment Interview: Persuasion and Organizational Reputation." In R. Eder & M. Harris (Eds.), The Employment Interview Handbook. Sage Publications.
- Harris, M., & Greising, L. (1998). "Contract Employment as a Full-Time Career: Implications for HRM/OB Constructs." In A. Rahim, R. Golembiewski & L. Pate (Eds.), Current Topics in Management, JAI Press.
- Harris, M. and Greising, L. (1998). "Alcohol and Drug Use as Dysfunctional Workplace Behaviors." In R. Griffin, A. O'Leary-Kelly, & J. Collins (Eds.), Dysfunctional Behavior in Organizations. JAI Press.
- Harris, M., and Trusty, M. (1997). "Drug and Alcohol Programs in the Workplace: A Review of Recent Literature." In C. Cooper & I. Robertson (Eds.), International Review of Industrial and Organizational Psychology. John Wiley. *Reprinted in:* C. Cooper & I. Robertson (Eds.), Well-Being in Organizations. John Wiley, 2001.
- Harris, M., and Brown, B. "Personnel Testing." (1993). In H.J. Bernardin & J.E.A Russell (Eds.), Human Resource Management: An Experiential Approach. McGraw-Hill.
- Harris, M., "Human Resource Management." (1990). In T.S. Bateman and C.D. Zeithmal (Eds.), Management: Strategy and Function, Irwin.
- Harris, M., and Fink, L., (1991). "Identifying and Evaluating Successful Recruiters." In J. Jones, B. Steffy, and D. Bray (Eds.), Applying Psychology in Business: A Manager's Handbook, Lexington Books.
- Sackett, P., and Harris, M., (1985). "Honesty Testing for Personnel Selection: A Review and Critique." In H.J. Bernardin and D. Bray (Eds.), Personality Assessment in Organizations, Praeger Press.

Other Publications

- Harris, M. (2006). Comparable worth. In S. Rogelberg, Encyclopedia of I/O Psychology. Thousand Oaks, CA: Sage.
- Harris, M. (2006). Job evaluation. In S. Rogelberg, Encyclopedia of I/O psychology. Thousand Oaks, CA: Sage.
- Harris, M. (2001). Practice Network: Trends and Issues in I-O Psychology: A glimpse into the Crystal Ball. *The Industrial-Organizational Psychologist*, 38.
- Harris, M. (2001). Practice Network: The Demise of the Little Red School House? New Developments in

- Organizational Training. *The Industrial-Organizational Psychologist*, 38.
- Harris, M. (October, 2000). I-O Psychology in the Courtroom: Implications of the Daubert Standard. *The Industrial-Organizational Psychologist*, 38, 42-46.
- Harris, M. (2000). Practice Network: Uncle Sam wants YOU! Recruitment and I-O Psychology. *The Industrial-Organizational Psychologist*, 38.
- Harris, M. (2000). Practice Network: The Love Bug Virus and Organization Development: What Do These Two Topics Have in Common? *The Industrial-Organizational Psychologist*, 38.
- Harris, M. (2000). Practice Network: I-O, I-O...Oh, No!! It's Off to HR I Go! *The Industrial-Organizational Psychologist*, 37.
- Harris, M. (2000). Practice Network: On the Wisdom of Rewarding A, While Hoping for A (And I have Waited 15 Years to Use This Title!) *The Industrial-Organizational Psychologist*, 37.
- Harris, M. (1999). Practice Network: School's Out Forever...NOT! Life-Long Learning for I-O Psychologist. *The Industrial-Organizational Psychologist*, 37.
- Harris, M. (1999). Practice Network: It May Be a Pretty Big World After All. *The Industrial-Organizational Psychologist*, 37.
- Harris, M. (1999). Practice Network: I-O Psychology.Com – The Internet and I-O Psychology. *The Industrial-Organizational Psychologist*, 36.
- Harris, M. (1999). Practice Network: Look, It's an I-O Psychologist...No, It's a Trainer...No, It's an Executive Coach! *The Industrial-Organizational Psychologist*, 36.
- Harris, M. (1998). Practice Network: Competency Modeling: Viagraized Job Analysis Or Impotent Imposter? *The Industrial-Organizational Psychologist*, 36.
- Harris, M. (1998). Practice Network: ADA and I-O Psychology. *The Industrial-Organizational Psychologist*, 36.
- Harris, M. (2003). Practice Network: The Internet and I-O Psychology: Lifeless Mummy or Sleeping Giant? *The Industrial-Organizational Psychologist*, 40.
- Harris, M. (2003). Practice Network: Speeding Down the Information Highway: Internet Recruitment and Testing. *The Industrial-Organizational Psychologist*, 41.
- Harris, M. (2002). Practice Network: From the Halls of Montezuma to the Shores of Tripoli – Is There a Role for I-O Psychology in the War Against Terrorism? *The Industrial-Organizational Psychologist*, 39.
- Harris, M., & Harpe, L. (2004). "Class Action Lawsuits in the Employment Discrimination Context: What I/O Psychologists Should Know." *The Industrial-Organizational Psychologist*, 41, 89-97.
- Harris, M., & Suszko, M. (2004). "Lies, Damn Lies, and Statistics: The Use of Multiple Regression Analysis In Pay Discrimination Challenges." *The Industrial-Organizational Psychologist*, 41, 55-60.
- Harris, M. (2002). "Matchmaker, Matchmaker, Make Me a Match: Internet Recruitment in the Workplace." *Testing International*, 12, Number 2, 11-13.
- Herring, J., Klein, R., Harris, M., & Bourey, A. (2002). "Corporate Culture as a Tool for Anticipating the Competition." *Competitive Intelligence Magazine*, 5, July-August, 6-10.

- Harris, M. (2002). "Business Process Outsourcing: Implications for I/O Psychologists." Journal of e.Commerce and Psychology, 3, 6-11. *Reprinted in:* J. Jones & S. Brasher (Eds.) Advances in e.Business and Psychology, 2004, BPRI Press.
- Harris, M. (October, 2000). I-O Psychology in the Courtroom: Implications of the Daubert Standard. The Industrial-Organizational Psychologist, 38, 42-46.
- Harris, M. (1996). "Alcohol and Substance Abuse." In N. Nicholson (Ed.), The Blackwell Dictionary of Organizational Behavior. Blackwell Publishers.
- Harris, M. (1993). "Reactions to Employee Benefits: Development and Refinement of a Measure." Proceedings of the Industrial Relations Research Association Meetings.

Academic Presentations

- Harris, M. "Disparate Impact and Employment Testing: A Legal Update." Paper presented at the International Personnel Management Association Assessment Council (IPMAAC), June, 2007.
- Harris, M., Anseel, F., & Lievens, F. "Keeping Up with the Joneses: The Relationship Between Upward, Downward, and Lateral Comparisons and Pay Level Satisfaction." Paper presented at the 13th Conference of the European Association of Work and Organizational Psychology, Stockholm, Sweden, May, 2007.
- Harris, M., Ispas, D., & Mano, H. "Applicant Perceptions of Recruitment Sources: A Romanian Sample." Paper presented at SIOP conference, April, 2007.
- Harris, M. "Using Multiple Regression Analysis in Employment Discrimination Cases." Paper presented in M. Harris (Chair), The Expanding Role of I/O Psychology in Employment Discrimination Cases at SIOP conference, April, 2007.
- Harris, M. (Chair). "Wal-Mart, Costco, and UPS: I/O Psychology and Class Certification Lawsuits." Panel presented at the Society of Industrial and Organizational Psychologists (SIOP) Conference, April 2005.
- Harris, M. Stereotyping and Class Certification. In Harris, M. (Chair). "Wal-Mart, Costco, and UPS: I/O Psychology and Class Certification Lawsuits." Panel presented at the Society of Industrial and Organizational Psychologists (SIOP) Conference, April 2005.
- Hunt, S., & Harris, M. (Chairs). "Legal and data security issues affecting internet based selection methods." Panel presented at the Society of Industrial and Organizational Psychologists (SIOP) Conference, April 2005.
- Harris, M., & Mondragon, N. "Disparate Impact and Internet Recruitment and Assessment Systems." In Hunt, S., & Harris, M. (Chairs). "Legal and data security issues affecting internet based selection methods." Panel presented at the Society of Industrial and Organizational Psychologists (SIOP) Conference, April 2005.
- Harris, M. (Discussant). In J. Jones (Chair), "Test Security and Intellectual Property Protection in the Internet Age: Three Perspectives." Panel presented at the Society of Industrial and Organizational Psychologists (SIOP) Conference, April 2005.
- Harris, M., Lievens, F., & Park, S. (2004). "Something Old, Something New, Something Borrowed: Methods Versus Constructs in Measuring Cultural Intelligence." In L. Van Dyne & S. Ang (Chairs), Cultural Intelligence at Work in the 21st Century. Symposium presented at the Academy of Management Conference, August, 2004.
- Harris, M., & Lievens, F. "The Structure and Determinants of Pay Satisfaction: A Cross-Cultural Comparison." In R. Posthuma & M. Harris, (Chairs), Dimensions of International Compensation and Benefits: Predicting Satisfaction and Outcomes. Symposium presented at the Academy of Management Conference, August, 2003.

- R. Posthuma & M. Harris, (Chairs), Dimensions of International Compensation and Benefits: Predicting Satisfaction and Outcomes. Symposium presented at the Academy of Management conference, August, 2003.
- Harris, M. "Internet Testing." Keynote address at the British Psychological Society's Test Users Conference: Testing in the New Millennium, Oxford, England, June, 2003.
- Harris, M. "Reactions to Internet Testing and Recruiting with U.S. and Belgian Samples." In R. Posthuma (Chair), Multiple Dimensions of Global Employee Selection Procedures. Symposium presented at the Society of Industrial and Organizational Psychologists (SIOP) conference, April 2003.
- Harris, M., Paajanen, G., & Blunt, M. Internet Recruitment: How Does It Compare to Other Sources? In M. Paronto and T. Bauer (Chairs), Applicant Reactions to High-Tech Recruitment and Selection Methods. Symposium presented at the Society of Industrial and Organizational Psychologists (SIOP) conference, April 2003.
- Harris, M. Panel Member, "Employment Law: The Next Generation." Practitioner forum held at the Society of Industrial and Organizational Psychologists (SIOP) conference, April, 2003.
- Harris, M. Chair and Discussant, Global Assessment: Research and Practice. Symposium presented at the Society of Industrial and Organizational Psychologists (SIOP) conference, April, 2002.
- Harris, M. Panel Member, Technology-Facilitated Performance Management: Trends, Issues, and Its Future Practitioner forum presented at the Society of Industrial and Organizational Psychologists (SIOP) conference, April 2002.
- Harris, M. Discussant, Virtually Hired? The Implications of Web Testing for Personnel Selection. Symposium presented at the Society of Industrial and Organizational Psychologists (SIOP) conference, April 2002.
- Lievens, F., & Harris, M. Predicting Cross-Cultural Training Performance: The Validity of Four Different Selection Tools. Paper presented at the National Academy of Management Meetings, August, 2002.
- Harris, M. Facilitator, Cracks in the Glass Ceiling? Symposium presented at the National Academy of Management Meetings, August, 2002.
- Harris, M. Patrolling the Information Highway: Creating and Maintaining a Safe, Legal, and Fair Environment for Test-takers. Keynote address at the International Test Commission's Conference on Computer-Based Testing and the Internet, Winchester, England, June, 2002.
- Harris, M., & Dewar, K. Understanding and Using Web-Based Recruiting and Screening Tools: Key Criteria, Current Trends, and Future Directions, Workshop presented at the Pre-Conference Program of the Society of Industrial and Organizational Psychologists (SIOP), April, 2001.
- Harris, M. Panel Member. Everything You Want to Know About Being an Expert Witness, Panel discussion at Society of Industrial and Organizational Psychologists (SIOP) conference, April, 2001.
- Harris, M. Chair. The Internet and I-O Psychology: Applications and Issues, Practitioner forum held at Society of Industrial and Organizational Psychologists (SIOP) conference, April, 2001.
- Harris, M. Presenter. Challenges of Consulting in an E-business World. Practitioner forum held at Society of Industrial and Organizational Psychologists (SIOP) conference, April, 2001.
- Harris, M., Gilbreath, B., & Sunday, J. Why Are Women Paid Less, But Given Higher Raises? Paper presented at the Academy of Management Meetings, Toronto, 2000.
- Harris, M. Panel Member. Internet Assessment: What is in This Can of Worms? Panel discussion at SIOP

Conference, New Orleans, April, 2000.

- Harris, M., Paese, P., & Greising, L. "Participant Reactions to Feedback From a Developmental Assessment Center: An Organizational Justice Theory Approach." In A. Church & M. Harris, (Chairs), *Upward and Onward: Advances in Feedback Based Interventions for Assessment and Change*, Symposium presented at the Academy of Management Meetings, Chicago, August, 1999.
- Harris, M., & Eder, R. (hosts). "The Employment Interview: Current Issues in Research and Practice," Roundtable discussion presented at SIOP Conference, Atlanta, April, 1999.
- Harris, M. Panel Member. "Shaping the Next Generation of Multi-Rater Feedback in Organizations." Panel discussion at the Annual Convention of the American Psychological Association, 1997.
- Harris, M. "The Structured Interview: What Constructs Are Being Measured?" In M. Campion & D. Palmer (Chairs), Challenges to structured Interviewing, symposium presented at the Society for I/O Psychology (SIOP), 1997.
- Harris, M. (Chair). "Current Research on the Selection Interview with Implications for Practice." Symposium presented at the Society for I/O Psychology (SIOP), 1997.
- Harris, M., and Gilbreath, B. "The Performance Rating - Pay Raise Relationship: A Longitudinal Analysis." Paper presented at the Society for I/O Psychology (SIOP), 1997.
- Harris, M., & Madigan, H. (1996). "Anti-Drug and Alcohol Policies and Sanctions and Their Relationship With Job Attitudes." Paper presented at the Society for I/O Psychology (SIOP).
- Harris, M. Discussant. In H.J. Bernardin (Chair), "Understanding and Predicting Rater Leniency." Symposium presented at the Academy of Management Meetings, 1995.
- Harris, M., Smith, D., and Champagne, D. "A Field Study of Performance Appraisal Purpose: Research Versus Administrative Based Ratings." Paper presented at the Academy of Management Meetings, 1994.
- Harris, M. "Fair or Foul: How Interview Questions Are Perceived." In R. Arvey (Chair), Perceptions, Theories, and Issues of Fairness in the Employment Interview." Symposium presented at the 101st Annual Convention of the American Psychological Association, 1993.
- Harris, M. "Reactions to Employee Benefits Survey: Development and Refinement of a Measure." Paper presented at the National Meeting of the Industrial Relations Research Association, 1993.
- Harris, M. "Preemployment Drug Testing." Paper presented at the 34th Annual Transportation Research Forum, 1992.
- Harris, M. and Fink, L. "Employee Benefits: Future Directions for Research." In M. Harris (Chairperson) Employee Benefits: Theory and Research. Symposium presented at the Academy of Management Meetings, 1992.
- Harris, M. (Chairperson) Employee Benefits: Theory and Research. Symposium presented at the Academy of Management Meetings, 1992.
- Becker, A., Harris, M., and Smith, D. "An Examination of Assessor Consensus Methods on Assessment Center Ratings." Paper presented at the Academy of Management meetings, 1991.
- Harris, M. "Role Stress as Substance Versus Artifact: A Confirmatory Factor Analysis." Paper presented at the 98th Annual Convention of the American Psychological Association, 1990.
- Highhouse, S., & Harris, M. "The Measurement of Assessment Center Exercises." Paper presented at the 98th Annual Convention of the American Psychological Association, 1990.

- Harris, M. "New Directions in Selection Interviewing Research: Implications for Practice." Invited address given at the Personnel Testing Council of Southern California, 1990.
- Harris, M. "Research and Statistical Methods in Negotiation and Bargaining Research." Paper presented at the Second Biannual Conference of the International Association for Conflict Management, 1989.
- Schaubroeck, J., Harris, M., and Berger, C. "Organizational Citizenship Behavior: A Critique." Paper presented at the Southwestern Academy of Management Conference, 1989.
- Harris, M.M. "Alternatives to Urinalysis." In R. Faley (Chair); Urinalysis Drug Testing and its Alternatives: Technical, Legal, Social and Ethical Issues. Symposium presented at the Academy of Management meetings, 1989.
- Harris, M.M. "The Recruitment Interview as Persuasive Communication: Applying the Elaboration Likelihood Model." In J. Breaugh, M. Harris, and M.S. Taylor (Chairpersons), Organizational recruitment research: Taking Stock and Setting Future Directions. Symposium presented at the Academy of Management meetings, 1989.
- Harris, M., and Berger, C., "Definitional Dependencies in the Job Satisfaction-Job Characteristics Relationship." Paper presented at the Third Annual Conference of the Society of Industrial and Organizational Psychology (SIOP), 1988.
- Harris, M., and Sackett, P., "Interpersonal Affect and Performance Rating Level: An Individual Differences Analysis." Paper presented at the Third Annual Conference of the Society of Industrial and Organizational Psychology (SIOP), 1988.
- Harris, M. (Chairperson), Latent Variable Models: Issues and Applications. Symposium presented at the 47th Annual Meeting of the Academy of Management, 1987.
- Schaubroeck, J., and Harris, M., "Latent Variables Models in OB/HRM: Introduction and Overview." In M. Harris (Chair), Latent Variable Models: Issues and Applications. Symposium presented at the 47th Annual Meeting of the Academy of Management, 1987.
- Schaubroeck, J., Harris, M., and Jennings, K. "Testing the PDM-Job Satisfaction Linkage: An Extension of the Role and Expectancy Perception Model." Paper presented at the 47th Annual Meeting of the Academy of Management, 1987.
- Heller, T., Harris, M., and Braddock, D., "Staff Well-Being During a Developmental Disability Facility Closure." Paper presented at the 95th Annual Convention at the American Psychological Association, 1987.
- Harris, M. (Chairperson), Managing Employee Honesty. Symposium presented at the 46th Annual Meeting of the Academy of Management, 1986.
- Harris, M., "Staffing and Selection Approaches to Employee Honesty." In M. Harris (Chair), Managing Employee Honesty. Symposium presented at the 46th meeting of the Academy of Management, 1986.
- Harris, M. (Chairperson), Paper People Versus Real People in I/O Psychological Research. Symposium presented at the 94th Annual Convention of the American Psychological Association, 1986.
- Harris, M., and Orr, J., "Paper People Versus Real People in Policy Capturing Research." In M. Harris (Chair), Paper People Versus Real People in Industrial/Organizational Psychology. Symposium presented at the 94th Annual Convention of the American Psychological Association, 1986.
- Harris, M., "Job Involvement and the Life/Job Satisfaction Relationship: Testing a Moderator." Paper presented at

the First Annual Conference at the Society of Industrial and Organizational Psychology (Division 14 of APA), 1986.

Harris, M., "A Meta-Analytic Study of Individual Differences in Rating Validity." Paper presented at the 93rd Annual Convention of the American Psychological Association, 1985.

Harris, M., Heller, T., and Braddock, D., "An Exploratory Study of Factors Affecting Employee Reactions to a Mental Health Care Facility Shutdown." Paper presented at the 45th Annual Meeting of the Academy of Management, 1985.

Orr, J., Harris, M., and Sackett, P., "Using Hypothetical vs. Real Profiles in Policy Capturing Research." Paper presented at the 93rd Annual Convention of the American Psychological Association, 1985.

Heller, T., and Harris, M., "The Effects of Facility Closures on Employees." In R. Heller (Chair), Reductions in force: Combining Efficiency and Compassion. Symposium presented at the 4th National Conference of the American Society for Public Administration, 1985.

Harris, M., and Sackett, P., "An Item Response Theory Analysis of an Employee Honesty Test." Paper presented at the 92nd Annual convention of the American Psychological Association, 1984.

Sackett, P., and Harris, M., "A Further Examination of the Constructs Underlying Assessment Center Ratings." In C. Russell (Chair), An Evaluation of Inferences Made from Assessment Centers. Symposium presented at the 91st Annual Convention of the American Psychological Association, 1983.

Harris, M., "The Dimensionality of Job Satisfaction: A Reappraisal." Paper presented at the Midwestern Psychological Association Meetings, 1983.

Harris, M., "LISREL: Samaritan or Seductress?" Workshop presented at the 4th Annual Industrial/Organizational and Organizational Behavior Graduate Student Convention, 1983.

Fennell, M., and Harris, M., "Occupational Stress and Organizational Support in the Work Setting: Direct and Buffering Effects on Drinking." In R. Hall (Chair), Complex Organizations. Symposium presented at the 47th Annual Meeting of the Midwest Sociological Association, Kansas City, 1983.

Harris, M., and Gooden, W., "Organizational Processes in a Nursing Home Facility: A Case Study." Paper presented at the Fifth Annual Conference of the Midwestern Eco-Community Psychology Interest Group, 1981.

Professional Activities

Editorial Board Member, Society for Industrial and Organizational Psychology's Professional Practice Book Series (2003-present).

Member, Society for Industrial and Organizational Psychology's Technology Committee (2002-2004).

Editorial Board Member, Personnel Psychology, 2000-2002; 2007-2010.

Editorial Board Member, Journal of e-Commerce and Psychology, 2000-2005.

Editorial Board Member, The Industrial-Organizational Psychologist (TIP) (1998-2006). Columnist for Practice Network.

Editorial Board Member, Journal of Organizational Behavior, 1999-present..

Editorial Board Member, International Journal of Organizational Analysis, 1999-2005.

Editorial Board Member, Journal of Applied Psychology, 1994-1996.

Associate Editor, Journal of Health and Social Behavior, 1991-1993.

Senior Associate Editor, International Journal of Organizational Analysis, 1996-1998.

Associate Editor, International Journal of Organizational Analysis, 1993-1995.

Associate Editor, Journal of Business and Psychology, 1988-1989.

Ad hoc reviewer for many journals, including the Academy of Management Journal, Academy of Management Review, Journal of Management, and the International Journal of Selection and Assessment.

Reviewer for P/HR Division of the Academy of Management Meetings, 1986 and 1987.

Reviewer for Society of Industrial/Organizational Psychology (SIOP) Annual Meetings, 1991-2006.

Professional Memberships

Academy of Management

Society of Industrial/Organizational Psychology