

ALYSSA MITCHELL GIBBONS

Department of Psychology
Colorado State University
Email: Alyssa.Gibbons@colostate.edu

Behavioral Sciences 227
Fort Collins, CO 80523
(970) 491-4940

ACADEMIC APPOINTMENTS

2019 – present Assistant Professor, Department of Psychology
Colorado State University, Fort Collins, CO

2015 - 2019 Instructor, Department of Psychology
Colorado State University, Fort Collins, CO

2007 - 2015 Assistant Professor, Department of Psychology
Colorado State University, Fort Collins, CO

EDUCATION

2007 Ph. D. – Industrial/Organizational Psychology
University of Illinois at Urbana-Champaign, Champaign, IL
Minor in Quantitative Psychology
Thesis: Inconsistency in Assessment Center Performance: Measurement Error or
Something More?

2003 M. A. – Industrial/Organizational Psychology
University of Illinois at Urbana-Champaign, Champaign, IL

2000 B. S. – Psychology and B. A. - Theatre
University of Evansville, Evansville, IN, summa cum laude, Honors Program

RESEARCH INTERESTS

- Validity and effectiveness of assessment centers for employee development.
- Responses to feedback and other proximal indicators of development.
- Assessor processes and the meaning of assessment center ratings.
- Measuring and improving safety culture and safety climate.
- Measurement development and psychometrics.

GRANTS AND AWARDS

Funded:

- 2012 NIH: National Institutes on Aging (co-investigator; PI: Manfred Diehl). *Measuring Adults' Awareness of Age-Related Change (AARC)*. \$135,372.
- 2009 NIOSH: National Center for Construction Safety and Health (co-PI; PIs: John Rosecrance and Peter Chen). *Enhancing safety through leadership*. \$750,000.
- 2006 Center for Human Resource Management (co-PI). *Inconsistency in job performance: Measurement error or something more?* \$15,044.
- 2005 Douglas W. Bray and Ann Howard Award, Society for Industrial and Organizational Psychology Foundation (co-PI). *Validity evidence for developmental assessment centers*. \$10,000.
- 2004 Robert P. Larsen Career Development Grant (co-PI). *Relationships between vocational interests and managerial performance dimensions in South Korea: Comparing results of a developmental assessment center across cultures*. \$1,000.
- 2002 National Science Foundation Graduate Research Fellowship

Not Funded:

- 2012 Society for Industrial and Organizational Psychology Foundation (co-PI). *Traditional and technological assessment centers: Capturing the same constructs, creating the same outcomes?* \$7,400.
- 2011 Society for Industrial and Organizational Psychology Foundation (co-PI). *Traditional and technological assessment centers: Capturing the same constructs, creating the same outcomes?* \$7,400.
- 2010 NIH – Drug Abuse and Addiction Research Programs (co-investigator; PI: Jennifer Harman). *Testing a multilevel model of factors related to substance use relapse and HIV/AIDS risk behaviors: A preliminary study among newly released jail inmates*. \$387,209.
- 2009 NSF – Education and Human Resources (PI). *CAREER: Developing complex skills across situations among undergraduate students*. \$399,509.
- 2009 NSF – ADVANCE (Senior Personnel; PI: Ellen Fisher). *ADVANCE –IT: Promoting gains, rewarding and empowering women's success in STEM (PROGRESS) at Colorado State University*. \$4,554,431.

REFEREED PUBLICATIONS

* - indicates student co-author.

Papers currently under review:

Kunz, J., Fisher, G. G., Ganster, D. C., Gibbons, A. M., Graham, D. J., Schwatka, N.V., Dally, M. J., Shore, E., Brown, C. E., Tenney, L., & Newman, L. S. (accepted). The relationship between stress and sleep sufficiency in the context of varied workplace social support. *Journal of Occupational and Environmental Medicine*.

Papers in press or in print:

Ospina, J. H., Cleveland, J. N., & Gibbons, A.M. (2019). The relationship of employment scarcity and perceived threat with racist and sexist attitudes. *Work, Aging, & Retirement*, 5, 215-235.

Thornton, G. C. III., Rupp, D. E., Gibbons, A. M., & Vanhove, A. J. (2019). Same-gender and same-race bias in assessment center ratings: A rating error approach to understanding subgroup differences. *International Journal of Selection and Assessment*, 27, 54-71.

*O'Donnell, M. B., Maples, L. A., Park, S. S., Nolen, J. P., Gibbons, A. M., & Rosén, L. A. (2018). The college adjustment questionnaire: A measure of student's educational, relational, and psychological adjustment to the college environment. *Journal of College Student Development*, 59(1), 116-121.

Gibbons, A. M., & Rupp, D. E. (2017). Exploring the interpersonal and dynamic nature of persons and situations through assessment centre methods. *European Journal of Personality*, 31(5), 456-457 (invited commentary).

Johnson, S. K., Putter, S., Reichard, R. J., Hoffmeister, K., Cigularov, K. P., Gibbons, A. M., Chen, P.Y., & Rosecrance, J. C. (2017). Mastery goal orientation and performance affect the development of leader efficacy during leader development. *Journal of Leadership and Organizational Studies*, 25(1), 30-46.

*Sanchez, D. R., van Lysebetten, S., & Gibbons, A. M. (2017). Adapting simulation responses from judgment-based to analytic-based scores: A process model, case study, and empirical evaluation of managers' responses among a sample of managers. *The Psychologist-Manager Journal*, 20(1), 18-47.

Vanhove, A. J., Gibbons, A. M., & Kedharnath, U. (2016) Rater agreement, accuracy, and experienced cognitive load: Comparison of distributional and traditional assessment approaches to rating performance. *Human Performance*, 29(5), 378-393.

Fisher, G. G., Matthews, R. & Gibbons, A. M. (2016). Developing and investigating the use of single-item measures in organizational research. *Journal of Occupational Health Psychology*, 21(1), 3-23.

*Hoffmeister, K., Gibbons, A. M., *Schwatka, N. V., & Rosecrance, J. C. (2015). Ergonomics Climate Assessment: A measure of operational performance and employee well-being. *Applied Ergonomics*, 46(5), pp. 160-169.

- *Hoffmeister, K., Gibbons, A. M., Johnson, S. K., Cigularov, K. P., Chen, P. Y., & Rosecrance, J. (2014). The differential effects of transformational leadership facets on employee safety. *Safety Science*, 62, 68-78.
- Simonenko, S., Thornton, G. C. III, Gibbons, A. M., & Kravtcova, A. (2013). Personality correlates of assessment center consensus competency ratings: Evidence from Russia. *International Journal of Selection and Assessment*, 27(4), 407-418.
- Lanik, M., & Gibbons, A. M. (2011). Guidelines for cross-cultural assessor training in multicultural assessment centers. *The Psychologist-Manager Journal*, 14, 221-246.
- Thornton, G. C. III, & Gibbons, A. M. (2009). Validity of assessment centers for personnel selection. In Breugh, J. (Ed.). Special issue on personnel selection. *Human Resource Management Review*, 19, 169-187.
- Gibbons, A. M., & Rupp, D. E. (2009). Dimension consistency as an individual difference: A new (old) perspective on the assessment center construct validity debate. *Journal of Management*, 35(5), 1154-1180.
- Rupp, D. E., Gibbons, A. M., & Snyder, L. A. (2009). The role of technology in enabling third-generation training and development. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1(4), 496-500.
- Woo, S. E., Sims, C., Rupp, D. E., & Gibbons, A. M. (2008). Program engagement in response to feedback received in developmental assessment centers: considering feedback favorability and self-assessor agreement. *Personnel Psychology*, 61(4), 727-759.
- Rupp, D. E., Thornton, G. C. III, and Gibbons, A. M. (2008). The construct validity of the assessment center method and usefulness of dimensions as focal constructs. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1(1), 116-120.
- Woo, S. E., Gibbons, A. M., & Thornton, G. C. III. (2007). Latent mean differences in the facets of achievement motivation of undergraduate students and adult workers in the U.S. *Personality and Individual Differences*, 43, 1687-1697.
- Gibbons, A. M., Rupp, D. E., Kim, M. J., & Woo, S. E. (2006). Perceptions of managerial performance dimensions in Korea. *The Psychologist-Manager Journal*, 9(2), 125-143.
- Gibbons, A. M., Rupp, D. E., Snyder, L. A., Holub, A. S., & Woo, S.E. (2006). A preliminary investigation of developable dimensions. *The Psychologist-Manager Journal*, 9(2), 99-123.
- Rupp, D. E., Gibbons, A. M., Baldwin, A. M., Snyder, L. A., Spain, S. M., Woo, S. E., Brummel, B. J., Sims, C., & Kim, M. J. (2006). An initial validation of developmental

assessment centers as accurate assessments and effective training interventions. *The Psychologist-Manager Journal*, 9(2), 171-200.

Rupp, D. E., Snyder, L. A., Gibbons, A. M., & Thornton, G. C. III. (2006). What should developmental assessment centers be developing? *The Psychologist-Manager Journal*, 9(2), 75-98.

Gibbons, A. M., von Thaden, T. L., and Wiegmann, D. A. (2006). Development and initial validation of a survey for assessing safety culture within commercial flight operations. *International Journal of Aviation Psychology*, 16(2), 215-238.

Wiegmann, D. A., Zhang, H., Von Thaden, T. L., Sharma, G., and Gibbons, A. M. (2004). Safety culture: an integrative review. *International Journal of Aviation Psychology*, 14(2), 117-134.

BOOK CHAPTERS

* - indicates student co-author.

Gibbons, A. M., Tolstikov-Mast, Y., & Meares, M. M., (2023). Applications of societal culture and organizational culture. In Keyton, J. (Ed.), *Culture 2.0: The intersection of national and organizational culture*. (pp. 19-49). New York: Peter Lang.

Meares, M. M., Tolstikov-Mast, Y., Sully de Luque, M., Bean, H., & Gibbons, A. M. (2023). Purposes, functions, and influences of culture. In Keyton, J. (Ed.), *Culture 2.0: The intersection of national and organizational culture*. (pp. 19-49). New York: Peter Lang.

Gibbons, A. M., Cleveland, J. N., & *Marsh, R. (2013). Sexual harassment and bullying at work. In Crothers, L. M., & Lipinski, J. (Eds.), *Bullying in the workplace: Symptoms, causes, and remedies* (pp. 193-222). New York: Routledge.

Wiegmann, D. A., von Thaden, T. L., & Gibbons, A. M. (2007). A review of safety culture theory and its potential application to traffic safety. In American Automobile Association (Ed.), *Improving traffic safety culture in the U.S.: The journey forward* (pp. 113-130). Washington, DC: AAA Foundation for Traffic Safety.

CONFERENCE PRESENTATIONS

Please note: Presentations given prior to August 2003 were under the name Alyssa A. Mitchell.

* - indicates student co-author.

Gibbons, A. M., Griffeth, R. W., Tenbrink, A., Woo, S. E., & Martelli, T. (2014). Variability in random exercise effects by dimension. In Griffeth, R. W., & Tenbrink, A. (Chairs), *Why assessment center exercises elicit variable performance: unpacking differences*. Symposium to be presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, May 15-17, 2014.

- *Dvorak, K., *Menendez, J., *Cotter, L., & Gibbons, A. (2014). *A preliminary validation study of the professional self-awareness scale*. Poster to be presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, May 15-17, 2014.
- *Sanchez, D., Gibbons, A., *Anthenien, A., *Raymer, S., & Lanik, M. (2014). *Automated scoring in assessment centers: How quantifiable is qualitative data?* Poster to be presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, May 15-17, 2014.
- Gibbons, A. M., Hughes, D., Riley, P., Thornton, G. C. III, & *Sanchez, D. (2013). Is the future here? Assessment center technology use and benefits. In Frame, M. C., & Collins, L. G. (Chairs), *Breaking with tradition: Empirically examining technology enhanced assessment centers*. Symposium presented at the 73rd Annual Meeting of the Academy of Management, Orlando, August 10-13, 2013.
- Gibbons, A. M., Woo, S. E., *Kedharnath, U., & *Bowen, A. K. (2013). Variance in motivation to engage in developmental assessment centers. In Hoffman, B. J., & Klehe, U.-C. (Chairs), *The topography of performance: Maximum, typical, and dynamic performance*. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, April 11-13, 2013.
- *Marsh, R., *Drake, T., *Perkins, M., & Gibbons, A. M. (2013). *Creation and validation of a technological adaptation scale*. Poster presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, April 11-13, 2013.
- Johnson, S. K., *Hoffmeister, K. M., Gibbons, A. M., Cigularov, K. P., Chen, P. Y., & Rosecrance, J. (2013). Transformational leadership impacts safety outcomes through safety self-efficacy and motivation. In Krauss, A. (Chair), *Digging deeper into the safety leadership – safety outcome relationship*. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, April 11-13, 2013.
- Kaufman, B. R., Cigularov, K. P., Chen, P. Y., *Hoffmeister, K., Gibbons, A. M., & Johnson, S. K. (2013). *Leader justice and safety performance: Moderating effect of leader support for safety*. Presented at Work, Stress, and Health, Los Angeles, May 16-19, 2013.
- *Hoffmeister, K., *Schwatka, N.V., Gibbons, A. M., & Rosecrance, J. C. (2013). *Ergonomics climate: balancing safety and productivity in organizations*. Presented at Work, Stress, and Health, Los Angeles, May 16-19, 2013.
- Gibbons, A. M. (2013). Research evidence and AC 2.0: What we know and what we don't. In Lanik, M. (Chair), *IGNITE Technology-Enabled Assessment Centre 2.0: Where is the evidence?* Symposium presented at the 37th International Congress on Assessment Center Methods/33rd Annual Assessment Centre Study Group Conference, Stellenbosch, South Africa, March 11-15, 2013.

- Gibbons, A. M. (Chair). (2012). *Inside assessment centers: New insights about assessors, dimensions, and exercises*. Symposium presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, April 26-28, 2012.
- Simonenko, S. I., Thornton, G. C. III, Gibbons, A.M., & Kravtsova, A. (2012). Correlates of assessment center consensus dimension ratings: Evidence from Russia. In Gibbons, A. M. (Chair), *Inside assessment centers: New insights about assessors, dimensions, and exercises*. Symposium presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, April 26-28, 2012.
- *Vanhove, A. J., & Gibbons, A. M. (2012). *Does simplifying the rating task improve the rating?* Poster presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, April 26-28, 2012.
- Cigularov, K. P., Hoffmeister, K., Chen, P. Y., Gibbons, A. M., Johnson, S. K., & Rosecrance, J. (2012). Leadership effects on work-family conflict moderated by perceived job stress. In Cigularov, K. P., & Chen, P. Y. (Chairs), *Why and how can supervisors/leaders be instrumental in managing work-family conflict?* Symposium presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, April 26-28, 2012.
- Gibbons, A. M., Woo, S. E., *Kedharnath, U., & *Bowen, A. (2011). *The problem of motivation in developmental assessment centers*. Presented at the 36th International Congress on the Assessment Center Method, St. Petersburg, FL, October 12-13, 2011.
- Gelinas, L. A., Cigularov, K. P., *Hoffmeister, K., Chen, P. Y., Gibbons, A. M., Johnson, S. K., & Rosecrance, J. (2011). *The relationship between work-family conflict and safety in construction*. Poster presented at the 23rd Annual Convention of the Association for Psychological Science, Washington, DC, May 26 – 29, 2011.
- *Hoffmeister, K., Cigularov, K. P., Johnson, S. K., Gibbons, A. M., *Menger, L., Rosecrance, J. C., *Schwatka, N. V., & Chen, P. Y. (2011). *Leadership behaviors critical to improving safety in construction: A qualitative study*. Presented at the 2011 International Conference on Occupational Stress and Health (Work, Stress, and Health), Orlando, May 19-22, 2011.
- Gibbons, A. M., *Vanhove, A. J., & Thornton, G. C. III. (2010). *Untangling the effects of candidate and assessor race and gender on assessment center ratings*. Presented at the 35th International Congress on the Assessment Center Method, Singapore, October 20-21, 2010.
- *Christensen, W., & Gibbons, A. M. (2010). *Development of a learning environment scale for postsecondary classrooms*. Poster presented at the 2010 Annual Meeting of the Association for Psychological Science, Boston, May 27-30, 2010.

Gibbons, A. M., Spain, S. M., & *Vanhove, A. J. (2010). Describing inconsistent assessment center ratings: Simplex models of exercise similarity. In Jackson, D. (Chair), *Exercise-driven variance in assessment centers: Alternate approaches, new insights*. Presented at the 2010 Annual Meeting of the Society for Industrial Organizational Psychology, Atlanta, April 8-10, 2010.

*Kedharnath, U., *Garrison, L., & Gibbons, A. M. (2010). *A multidimensional measure of feedback acceptance*. Poster presented at the 2010 Annual Meeting of the Society for Industrial Organizational Psychology, Atlanta, April 8-10, 2010.

Mokuolo, F. O., Snyder, L. A., Rupp, D. E., & Gibbons, A. M. (2010). *Gender demography effects on developmental assessment center performance*. Poster presented at the 2010 Annual Meeting of the Society for Industrial Organizational Psychology, Atlanta, April 8-10, 2010.

Rupp, D. E., Thornton, G. C. III., & Gibbons, A. M. (2008). The construct validity of the assessment center method and usefulness of dimensions as focal constructs. In Thornton, G. C. III (Discussant), *Contemporary perspectives on assessment center validity: Panel debate*. Presented at the 2008 International Congress on the Assessment Center Method, Washington, DC, September 22-24, 2008.

Gibbons, A. M., & von Thaden, T. L. (2007, April). *Proactive safety requires proactive measurement*. Paper presented at the 2007 International Symposium on Aviation Psychology, Dayton, April 23-36, 2007.

von Thaden, T. L. (Chair), Gibbons, A. M. (Co-chair), Flin, R., Griffin, M., Neal, A., Wiegmann, D., & Zohar, D. (2007, April). *Safety climate: One construct fits all?* Panel discussion presented at the 2007 Annual Meeting of the Society for Industrial Organizational Psychology, New York, April 26-29, 2007.

Gibbons, A. M., & Rupp, D. E. (2007, April). Inconsistency in assessment center performance: A meaningful individual difference? In Rupp, D. E. (Chair), *Assessment center (modern) validity: Forty years since Bray and Grant*. Presented at the 2007 Annual Meeting of the Society for Industrial Organizational Psychology, New York, April 26-29, 2007.

Gibbons, A. M., Rupp, D. E., & Kim, M.-J. (2007, April). Assessment center technology. In Drasgow, F. (Chair), *Leading Edge Invited Session Part II*. Presented at the 2007 Annual Meeting of the Society for Industrial Organizational Psychology, New York, April 26-29, 2007.

Gibbons, A. M., Rupp, D. E., & Schleicher, D. J. (2006) *Inconsistency in assessment center performance: Measurement error or something more?* Presented at the 2006 International Congress on the Assessment Center Method, London, September 26-28, 2006.

- Rupp, D. E., Kim, M. J., & Gibbons, A. M. (2006) *Remote assessment: Better, faster, cheaper?* Presented at the 2006 International Congress on the Assessment Center Method, London, September 26-28, 2006.
- Gibbons, A. M., Wiegmann, D. A., & von Thaden, T. L. (2006). *Safety culture differs by department: Pilot versus maintenance perceptions in two airlines*. Poster presented at the 2006 Annual Meeting of the Association for Psychological Science, New York, May 25-28, 2006.
- Gibbons, A. M., & Rupp, D. E. (2006). *In college basketball, performance consistency is measurable and it matters*. Poster presented at the 2006 Annual Meeting of the Society for Industrial Organizational Psychology, Dallas, May 5-7, 2006.
- Gibbons, A. M., von Thaden, T. L., & Wiegmann, D. A. (2005). *Development and evaluation of a survey to assess safety culture in airline maintenance operations*. Paper presented at the 2005 International Symposium on Aviation Psychology, Oklahoma City, April 18-21, 2005.
- Gibbons, A. M., Rupp, D. E., Baldwin, A. M., & Holub, A. S. (2005). *DAC validation: Evidence for DACs as effective training interventions*. Paper presented at the 2005 Annual Meeting of the Society for Industrial Organizational Psychology, Los Angeles, April 15-17, 2005.
- Gibbons, A. M., Rupp, D. E., Kim, M.-J., & Woo, S. E. (2005). *Developmental assessment center dimensions: A Korean investigation*. Poster presented at the 2005 Annual Meeting of the Society for Industrial Organizational Psychology, Los Angeles, April 15-17, 2005.
- Snyder, L. A., Gibbons, A. M., Woo, S. E., & Kim, M.-J. (2005). *An examination of the developability of dimensions in DACs*. Paper presented at the 2005 Annual Meeting of the Society for Industrial Organizational Psychology, Los Angeles, April 15-17, 2005.
- Rupp, D. E., Thornton, G. C. III, and Gibbons, A. M. (2004). *Measuring change in a developmental assessment center: Evidence for construct validity*. Presented at the 2004 International Congress on Assessment Center Methods, Las Vegas, October 5-8, 2004.
- Gibbons, A. M., Wiegmann, D. A., and Von Thaden, T. L. (2004). *Validation of a survey for diagnosing deficiencies in airline safety culture*. Poster presented at the 2004 Annual Meeting of the American Psychological Society, Chicago, May 27-29, 2004.
- Gibbons, A. M., and Rupp, D. E. (2004). *Developmental assessment centers as training tools for the aging workforce*. Presented at the 2004 Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, April 2-4, 2004.
- Gibbons, A. M., Sniezek, J. A., and Dalal, R. S. (2003). *Antecedents and consequences of unsolicited versus explicitly solicited advice*. Presented at the 2003 Annual Meeting of the Society for Judgment and Decision Making, Vancouver, November 8-10, 2003.

- Gibbons, A. M., and Sniezek, J. A. (2003). *Do decision makers want to be told what to do? An investigation of alternative forms of advice*. Presented at the 2003 Annual Meeting of the Society for Judgment and Decision Making, Vancouver, November 8-10, 2003.
- Rupp, D. E., Gibbons, A. M., Runnels, T., Anderson, L., and Thornton, G. C. III. (2003). *What should managerial developmental assessment centers be assessing?* Presented at the 2003 Annual Meeting of the Academy of Management, Seattle, August 1-6, 2003.
- Mitchell [Gibbons], A. A., and Sniezek, J. A. (2002) *Decider vs. advisor perspectives on advising*. Poster presentation at the 2002 Annual Meeting of the Society for Judgment and Decision Making, Kansas City, November 23-25, 2002.
- Mitchell [Gibbons], A. A., Dalal, R. S., Crede, M., and Sniezek, J. A. (2001). *Deciding to give and take advice*. Presented at the 2001 Annual Meeting of the Society for Judgment and Decision Making, Orlando, November 17-19, 2001.
- Mitchell [Gibbons], A. A., Sniezek, J. A., Crede, M., Dalal, R. S., and Zhao, Q. (2001) *Deciding to give advice: the correlates and consequences of unsolicited advice*. Presented at the 18th Research Conference on Subjective Probability, Utility and Decision Making, Amsterdam, August 20-22, 2001.
- Sniezek, J. A., Mitchell [Gibbons], A. A., Crede, M., Dalal, R. S., and Zhao, Q. (2001) *Monitoring and advising decision making via collaborative technology*. Poster presentation at the Fifth Annual Federated Laboratory Symposium, University of Maryland, College Park, March 20-22, 2001.
- Kopta, S. M., Phillips, L. L., Mitchell [Gibbons], A. A., and Day, J. (2000). *Dose-effect estimates for child psychotherapy*. Presented at the Annual Conference of the Society for Psychotherapy Research, Chicago, June 21-25, 2000.

TECHNICAL REPORTS

- Hughes, D., Riley, P., Shalfrooshan, A., Gibbons, A. M., & Thornton, G. C. III. (2012). *A global survey of assessment center practices: A research report by a&dc and Colorado State University*. London:a&dc.
- von Thaden, T. L., & Gibbons, A. M. (2008). *The safety culture indicator scale measurement system (SCISMS)*. Champaign, Illinois: University of Illinois, Aviation Human Factors Division.
- Gibbons, A. M., von Thaden, T. L., and Wiegmann, D. A. (2005). *Development of a commercial aviation safety culture survey for maintenance operations*. (AHFD-05-06/FAA-05-2). Champaign, Illinois: University of Illinois, Aviation Human Factors Division.

Gibbons, A. M., von Thaden, T. L., and Wiegmann, D. A. (2004). *Exploration of the correlation structure of a survey for evaluating airline safety culture* (AHFD-04-06/FAA-04-3). Champaign, Illinois: University of Illinois, Aviation Human Factors Division.

Wiegmann, D. A., von Thaden, T. L., Mitchell, A. A., Sharma, G., and Zhang, H. (2003). *Development and initial validation of a safety culture survey for commercial aviation* (AHFD-03-3/FAA-03-1). Champaign, Illinois: University of Illinois, Aviation Human Factors Division.

Wiegmann, D. A., Zhang, H., von Thaden, T. L., Sharma, G., and Mitchell, A. A. (2002). *A synthesis of safety culture and safety climate research* (ARL-02-03/FAA-02-2). Champaign, Illinois: University of Illinois, Aviation Research Laboratory.

TEACHING EXPERIENCE

Graduate courses at Colorado State University:

Advanced Psychology: Personality (PSY 600I). Taught Fall 2008, Fall 2009, Fall 2012, Fall 2014, Fall 2016, Spring 2019.

Graduate core course covering historical and contemporary personality psychology. Typical enrollment: 10-15.

Advanced Psychology: Measurement (PSY 600K). Taught Fall 2007, Spring 2010, Spring 2012, Spring 2014, Spring 2016, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Spring 2022, Spring 2023.

Graduate core course covering psychometric theory, reliability, validity, and factor analysis. Typical enrollment: 10-15.

Measurement Lab (PSY 601). Taught Spring 2010, Spring 2012, Spring 2014, Spring 2016, Spring 2017, Spring 2018.

Created a laboratory supplement to PSY 600K to provide students with hands-on practice in using statistical software to perform measurement analyses. Typical enrollment: 10-15.

Advanced Seminar: Advanced Topics in Measurement and Item Response Theory (PSY 792D). Taught Spring 2016, Fall 2018.

Advanced graduate seminar course covering theory and practice of item response theory, mediation/moderation, and other measurement topics relevant to industrial/organizational psychologists. Enrollment: 7

Undergraduate courses at Colorado State University:

Psychology of the Individual in Context (PSY 210). Taught Fall 2015, Fall 2017, Fall 2020.

Team-taught introductory undergraduate course introducing primary readings and key theories/concepts in social and industrial/organizational psychology. Typical enrollment: 75/section.

Research Methods in Psychology (PSY 250). Taught Fall 2015, Fall 2016, Fall 2017.

Second-year undergraduate course addressing the basics of research methodology and research design, with emphasis on experimental design and an introduction to the interpretation of basic statistics. Enrollment: 95.

Research Design and Analysis II (PSY 350). Taught Spring 2018, Fall 2018, Spring 2019, Fall 2019, Spring 2020, Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023.

Newly developed required course for all psychology majors integrating statistics with research design in the context of psychology research, including performing analyses in R and writing results in APA style. Enrollment: 114.

Psychological Measurement and Testing (PSY 370). Taught Summer 2009, Summer 2010, Fall 2010, Fall 2011, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Fall 2018, Fall 2019, Spring 2020, Fall 2020, Fall 2021, Fall 2022.

Advanced undergraduate course covering measurement theory and practical applications of testing. Typical enrollment: 45-54 Fall, 3-10 Summer.

Industrial Psychology (PSY 440). Taught Spring 2007, Spring 2008, Spring 2009, Spring 2010, Spring 2013, Spring 2014, Spring 2016, Spring 2017, Spring 2022.

Advanced undergraduate course covering job analysis, selection, training, motivation, job attitudes, leadership, and stress. Typical enrollment: 30-50.

Seminar: Psychology of Discrimination and Harassment at Work (PSY 492). Taught Spring 2015, Spring 2017, Fall 2019.

Advanced undergraduate seminar combining lecture and discussion of primary sources relating to discrimination and harassment in the workplace. Enrollment: 21

Seminar: Psychology of Leadership & Leader Development (PSY 492). Taught Summer 2017, Summer 2019, Summer 2021.

Advanced undergraduate seminar combining lecture and discussion of primary sources relating to leadership and leader development. Typical enrollment: 3-5.

Capstone: Industrial and Organizational Psychology (PSY 493). Taught Spring 2021, Spring 2022, Spring 2023.

Capstone course focused on applied projects integrating concepts in industrial and organizational psychology. Typical enrollment: 15-20.

Undergraduate labs supervised at Colorado State University:

Psychological Measurement and Testing Lab (PSY 371). Supervised Summer 2009, Summer 2010, Fall 2010, Fall 2011, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Fall 2018, Fall 2019, Fall 2020, Fall 2021, Fall 2022, Fall 2023.

Industrial Psychology Lab (PSY 441). Supervised Spring 2007, Spring 2008, Spring 2009, Spring 2010, Spring 2013, Spring 2014, Spring 2016, Spring 2017, Spring 2022.

Online courses and labs developed and/or taught at Colorado State University:

Research Methods in Psychology (PSY 250). Taught Fall 2015.

Research Design and Analysis II (PSY 350). Developed and taught Spring 2018.

Psychological Measurement and Testing (PSY 370). Developed & taught Fall 2014, taught Summer 2015.

Psychological Measurement and Testing Lab (PSY 371). Developed & taught Fall 2014, taught Summer 2015.

Industrial Psychology (PSY 440). Co-developed & taught Summer 2016.

Industrial Psychology Lab (PSY 441). Co-developed & taught Summer 2016.

Previous teaching experience:

Industrial/Organizational Psychology. (Instructor; Fall 2004, Spring 2005, Spring 2007). University of Illinois at Urbana-Champaign, Champaign, IL. *Responsible for all aspects of introductory-level course of 90 undergraduate students.*

Organizational Psychology. (Teaching Assistant; Fall 2006). University of Illinois at Urbana-Champaign, Champaign, IL. *Graded homework and exams, led review sessions, helped design and coordinate semester project assignment.*

Industrial Social Psychology. (Teaching Assistant; Fall 2002). University of Illinois at Urbana-Champaign, Champaign, IL. *Coordinated semester-long group project experience for a course of 110 undergraduate students. Assisted instructor with writing exam items and grading.*

SERVICE ACTIVITIES

IO Program Service:

MAIOP Program Director, 2022-present
MAIOP Program Co-Director, 2018-2022
Admissions Coordinator, 2008-2010; 2012-2018
IO Faculty Search Committee, 2012

Department Service:

Interim Associate Chair for Online Affairs, Spring 2023
Undergraduate Curriculum Committee, 2020-present
Scholarship Committee Chair, 2018-present
Scholarship Committee, 2016-present
TechFee Committee, 2014-2019
Graduate Curriculum Committee, 2008-2015

University Service:

Presented “Testing and Grading” in Graduate Teaching Assistant Training, 2008, 2010, 2011, 2012, 2013, 2014.

INVITED TALKS

Gibbons, A. M. (2014). *Everyone, every level: What a positive safety culture looks like and how to get there*. Invited presentation at the 2014 Aviation, Forest Fire, & Emergency Services Division Managers’ Conference, Ontario Ministry of Natural Resources, Saulte Ste. Marie, Ontario, February 11, 2014.

Gibbons, A. M. (2013). *Evidence-based practice in assessment centres: Strengths, concerns, and challenges from a global survey*. Keynote address presented at the 37th International Congress on Assessment Center Methods/33rd Annual Assessment Centre Study Group Conference, Stellenbosch, South Africa, March 11-15, 2013.

Meiring, D., Gibbons, A. M., & Hughes, D. (2013). *Research focus area workshop*. Workshop presented at the 37th International Congress on Assessment Center Methods/33rd Annual Assessment Centre Study Group Conference, Stellenbosch, South Africa, March 11-15, 2013.

Gibbons, A. M. (2013). *The complexity of safety culture: Top-down and bottom-up perspectives*. Presentation given at Colorado State University, Occupational Health Psychology Speaker Series, February 21, 2013.

Gibbons, A. M. (2012). *Developmental assessment centers: How do we know development happens?* Presentation given at Colorado State University, PSY 296, February 7, 2012.

Kraiger, K., Gibbons, A. M., & Cleveland, J. N. (2011) *Incivility in the workplace*. Presentation given at Colorado State University Diversity Symposium, September 21, 2011.

Gibbons, A. M. (2010). *Developmental assessment centers for undergraduate students: What, why, and how*. Presentation given at the University of Nebraska-Lincoln, Institute for Innovative Leadership, September 24, 2010.

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Ad hoc reviewer, National Science Foundation

Ad hoc reviewer, *Human Performance*

Ad hoc reviewer, *Accident Analysis & Prevention*

Ad hoc reviewer, *Journal of Management*

Society for Industrial and Organizational Psychology