

**MICHAEL A. MCDANIEL, Ph.D.**  
**Curriculum Vitae**

June, 2016

Emeritus Professor  
Virginia Commonwealth University

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**Fellow Appointments**

- 2001 Appointed Fellow, American Psychological Association.
- 2001 Appointed Fellow, Society of Industrial and Organizational Psychology, Inc.
- 2001 Appointed Fellow, American Psychological Society (now the Association for Psychological Science).

**Professional Employment**

Work Skills First, Inc., President, 2000 - 2024  
Virginia Commonwealth University, Department of Management, Emeritus Professor, 2017  
Virginia Commonwealth University, Department of Management, Professor, 2003 - 2017  
Virginia Commonwealth University, Department of Management, Associate Professor, 2002  
(Tenured 2002)  
Virginia Commonwealth University, Department of Management, Assistant Professor, 1998 –  
2001  
University of Akron, Department of Psychology, Associate Professor, 1996 - 1998 (Tenured  
1997)  
University of Akron, Department of Psychology, Assistant Professor, 1992 - 1996  
University of Akron, Institute for Life-Span Development and Gerontology, Fellow, 1993 - 1998  
Booz, Allen & Hamilton, Inc., Associate (Management Consultant), Bethesda, MD, 1989-1992  
Defense Personnel Security Research and Education Center, Personnel Research Psychologist,  
Monterey, CA, 1986 - 1989  
Naval Postgraduate School Department of Administrative Sciences, Adjunct Professor,  
Monterey, CA 1988  
U.S. Office of Personnel Management, Office of Staffing Policy, Personnel Research  
Psychologist, Washington, DC, 1984 - 1986  
American University, Human Resource Management Program, Adjunct Professor, Washington,  
DC, 1986  
Board of Governors Federal Reserve System, Manager of Personnel Research, Planning and  
Evaluation, Washington, DC, 1983 - 1984

**Education**

Ph.D., Industrial/Organizational Psychology, George Washington University, Washington, D.C.,  
1986  
M. Phil., Industrial/Organizational Psychology, George Washington University, Washington,  
D.C., 1984  
M.A., Applied Social Psychology, Loyola University of Chicago, Chicago, Illinois, 1978  
B.A. with honors, Psychology, University of Delaware, Newark, Delaware, 1975

## Publications

- Kepes, S., Keener, S.K., Lievens, F., McDaniel, M.A. (2025). An Integrative, Systematic Review of the Situational Judgment Test Literature. *Journal of Management*, 51( 6), 2278-2319 . Doi: 10.1177/01492063241288545. The supplemental information is on the journal web site.
- Bobko, P., Roth, P. L., Roth, R. A., Thatcher, J. B., & McDaniel, M. A. (2025). Why do organizational decision-makers use social media information to assess hireability?: An empirical study of stated reasons. *Journal of Management Scientific Reports*. 3(3-4). Doi: 10.1177/27550311251343607
- Bazian, I. M., Lee, S. D., Sackett, P. R., Kuncel, N. R., Jacobs, R. R., & McDaniel, M. A. (2025). Prospects for reducing group mean differences on cognitive tests via item selection strategies. *Journal of Applied Psychology*, 110(6), 876–886. Doi: 10.1037/apl0001253
- Kepes, S., Keener, S.K., McDaniel, M.A., Hartman, N.S. (2022). Questionable research practices among researchers in the most research-productive management programs. *Journal of Organizational Behavior*, 43(7), 1190–1208. Doi: 10.1002/job.2623
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- Banks, G. C., Woznyj, H. M., Kepes, S., Batchelor, J. H., & McDaniel, M. A. (2018). A meta-analytic review of tipping compensation practices: An agency theory perspective. *Personnel Psychology*, 71, 457-478. doi: 10.1111/peps.12261
- Kepes, S., List, S. K., & McDaniel, M. A. (2018). Enough talk, it's time to transform: A call for editorial leadership for a robust science. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 43-48. doi: 10.1017/iop.2017.83
- Weng, Q., Yang, H., Lievens, F., McDaniel, M. A. (2018). Optimizing the validity of situational judgment tests: The importance of scoring methods. *Journal of Vocational Behavior*, 104, 199-209. <https://doi.org/10.1016/j.jvb.2017.11.005>
- List, S.K. & McDaniel, M.A. (2018). Validity. *The SAGE Encyclopedia of Lifespan Human Development*. Los Angeles: Sage.
- List, S.K. & McDaniel, M.A. (2018). Validity coefficients. *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*. Los Angeles: Sage.
- List, S.K. & McDaniel, M.A. (2018). Validity generalization. *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*. Los Angeles: Sage.

- List, S. K., Kepes, S., & McDaniel, M. A. (2017). Sensitivity analysis on the relation between extrinsic rewards and intrinsic motivation. *Academy of Management Annual Meeting Proceedings*. doi:10.5465/AMBPP.2017.242
- Garthe, R.C., Sullivan, T.N., & McDaniel, M.A. (2017). A meta-analytic review of peer risk factors and adolescent dating violence. *Psychology of Violence*, 7, 45-57. <http://dx.doi.org/10.1037/vio0000040>
- Hill, A., Cárdenas, R.A., Wheatley, J.R., Welling, L., Burriss, R.P., Claes, P., Apicella, C.L., McDaniel, M.A., Little, A.C., Shriver, M.D., Puts, D.A. (2017). Are there vocal cues to human developmental stability? Relationships between facial fluctuating asymmetry and voice attractiveness. *Evolution and Human Behavior*. 38, 249-258. <http://dx.doi.org/10.1016/j.evolhumbehav.2016.10.008>
- List, S.K. & McDaniel, M.A. (2016). I-O psychology's lack of research integrity. *The Industrial-Organizational Psychologist*. Available at <http://www.siop.org/tip/oct16/integrity.aspx>
- Cucina, J.M. & McDaniel, M.A. (2016). Pseudosocial proliferation is damaging the organizational sciences. *Journal of Organizational Behavior*. doi: 10.1002/job.2117
- Quaglia, J. T., Braun, S. E., & Freeman, S. P., McDaniel, M. A., Brown, K. W. (2016). Meta-analytic evidence for effects of mindfulness training on dimensions of self-reported dispositional mindfulness. *Psychological Assessment*, 28, 803-818. doi: 10.1037/pas0000268
- Whetzel, D.L. & McDaniel, M.A. (2016). Are situational judgment tests the best way to measure personality in high stakes testing? In. U. Kumar (Ed.), *The Wiley Handbook of Personality Assessment*. Wiley Blackwell. 205-214.
- Whelpley, C.E. & McDaniel, M.A. (2016). Self-esteem and counterproductive work behaviors: A systematic review. *Journal of Managerial Psychology*, 31, 1-16.
- McDaniel, M.A., List, S.K., & Kepes, S. (2016). The “Hot Mess” of situational judgment test construct validity and other issues. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 47-51. doi: 10.1017/iop.2015.115
- Kepes, S. & McDaniel, M.A. (2015). The validity of conscientiousness is overestimated in the prediction of job performance. *PLoS ONE* 10(10): e0141468. doi:10.1371/journal.pone.0141468
- Pesta, B.J., McDaniel, M.A., Poznanski, P.J., DeGroot, T. (2015). Discounting IQ's relevance to organizational behavior: The “Somebody Else's Problem” in management education. *Open Differential Psychology*.
- McDaniel, M.A., Pesta, B.J., Gabriel, A. S. (2015). Big data and the well-being nexus: Tracking Google search activity by state IQ. *Intelligence*, 50, 21-29. doi: 10.1016/j.intell.2015.01.001

- Banks, G. C., Kepes, S., McDaniel, M.A. (2015). Publication bias: Understanding the myths concerning threats to the advancement of science. In Lance, C. E., & Vandenberg, R.J. (Eds.). *More statistical and methodological myths and urban legends*. New York: Routledge. 36-64.
- Kepes, S., Bennett, A., & McDaniel, M.A. (2014). Evidence-based management and the trustworthiness of our cumulative scientific knowledge: Implications for teaching, research, and practice. *Academy of Management Learning and Education*, 13, 446-466. doi: 10.5465/amle.2013.0193
- McDaniel, M.A. & Kepes, S. (2014). An evaluation of Spearman's Hypothesis by manipulating *g* saturation. *International Journal of Selection and Assessment*, 22, 333-342. doi: 10.1111/ijsa.12081
- Whetzel, D.L., Rotenberry, P. & McDaniel, M.A. (2014). In-basket validity: A systematic review. *International Journal of Selection and Assessment*, 22, 62-79. doi: 10.1111/ijsa.12057
- Pesta, B.J. & McDaniel, M.A. (2014). State IQ, well-being and racial composition as predictors of U.S. presidential election outcomes. *Intelligence*, 42, 107-114. doi: 10.1016/j.intell.2013.11.006
- Kepes, S. & McDaniel, M.A. (2013). How trustworthy is the scientific literature in I-O psychology? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 252-268. doi: 10.1111/iops.12045
- Kepes, S. & McDaniel, M.A., Brannick, M.T., & Banks, G.C. (2013). Meta-analytic reviews in the organizational sciences: Two meta-analytic schools on the way to MARS (the Meta-Analytic Reporting Standards). *Journal of Business and Psychology*, 28, 123-143. doi: 10.1007/s10869-013-9300-2
- [Reissued in 2015 as part of the *Journal of Business and Psychology's* Virtual Issue No. 2: Data and Methods in Organizational Science (<http://www.springer.com/psychology/personality+%26+social+psychology/journal/10869>)]
- [Reissued in 2014 as part of the *Journal of Business and Psychology's* Virtual Issue No. 1: Methods Corner (<http://www.springer.com/psychology/personality+%26+social+psychology/journal/10869?detailsPage=societies>)]
- Terrizzi, J.A, Jr., Shook, N.J., & McDaniel, M.A. (2013). The behavioral immune system and social conservatism: A meta-analysis. *Evolution & Human Behavior*, 34, 99–108. doi:10.1016/j.evolhumbehav.2012.10.003
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- Whetzel, D.L., McDaniel, M.A. & Pollack, J.M. (2012). Work simulations. In M. Wilson, W. Bennett, W., S. Gibson, G.M. Alliger (Eds). *The Handbook of Work Analysis: Methods, Systems, Applications, & Science of Work Measurement in Organizations*. New York, NY: Routledge Academic, Taylor & Francis Group. 401-418.
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- McDaniel, M.A., Pesta, B.J., & Banks, G.C. (2012). Job performance and the aging worker. In J. Hedge and W. Borman (Eds.) *The Oxford Handbook of Work and Aging*. 280-297.
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- Worthington, E.L., Hook, J. N., Davis, D.E. & McDaniel, M.A. (2011). Religion and spirituality. In J. C. Norcross (Ed.), *Psychotherapy relationships that work* (2<sup>nd</sup> edition). New York: Oxford University Press. 402-419.
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- McDaniel, M.A. & Banks, G.C. (2010). General cognitive ability. In J. Scott and D. Reynolds (Eds.) *The Handbook of Workplace Assessment: Selecting and Developing Organizational Talent*. Hoboken, NJ: Wiley. 61-80.
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- McDaniel, M.A. (2009). Gerrymandering in personnel selection: A review of practice. *Human Resource Management Review*, 19, 263-270. doi:10.1016/j.hrmr.2009.03.004
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- Fluckinger, C.D., McDaniel, M.A., & Whetzel, D.L. (2008). Review of faking in personnel selection. In Mandal, M. (Ed). *In search of the right personnel*. New Delhi: McMillian.
- O'Boyle Jr., E.H. & McDaniel, M.A. (2008). Criticisms of employment testing: A commentary. In R. Phelps (Ed.) *Correcting Fallacies about Educational and Psychological Testing*. Washington, D.C: American Psychological Association. 181-197.
- McDaniel, M.A. (2008). Book Review of: "IQ and global inequality. Richard Lynn and Tatu Vanhanen. Washington Summit Publishers, Augusta, GA (2006). (Pp. xx+400), ISBN:978-1-59368-025-1 (hard cover) 978-1-59368-024-4 (paperback)." *Intelligence*, 36, 731-732.
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- Whetzel, D.L., McDaniel, M.A., & Nguyen, N. T. (2008). Subgroup differences in situational judgment test performance: A meta-analysis. *Human Performance*, 21, 291-309.
- Puts, D.A., McDaniel, M.A., Jordan, C.L, & Breedlove, S.M. (2008). Spatial ability and prenatal androgens: Meta-analyses of congenital adrenal hyperplasia and digit ratio (2D:4D) studies. *Archives of Sexual Behavior*, 37, 100-111.

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- O’Connell, M. S., Hartman, N.S., McDaniel, M.A., Grubb, W.L., III, & Lawrence, A. (2007). Incremental validity of situational judgment tests for task and contextual job performance. *International Journal of Selection and Assessment*, 15, 19-29.
- McDaniel, M.A. (2007). Validity generalization as a test validation approach. In. S.M. McPhail (Ed.) *Alternative Validation Strategies*. San Francisco: Jossey Bass: 159-180.
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- Grubb, W.L., III & McDaniel, M.A. (2007). The fakability of Bar-On’s Emotional Quotient Inventory Short Form: Catch me if you can. *Human Performance*, 20, 43-59.
- Williams, M.L., McDaniel, M.A. & Ford, L.R. (2007). Understanding multiple dimensions of compensation satisfaction. *Journal of Business and Psychology*, 21, 429-459.
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- McDaniel, M.A., Rothstein, H.R. & Whetzel, D.L. (2006). Publication bias: A case study of four test vendors. *Personnel Psychology*, 59, 927-953.
- McDaniel, M.A. (2006). Estimating state IQ: Measurement challenges and preliminary correlates. *Intelligence*, 34, 607-619.
- McDaniel, M.A. (2006). State preferences for ACT versus SAT complicates inferences about state IQ: A comment on Kanazawa. *Intelligence*, 34, 601-606.
- Whetzel, D.L. & McDaniel, M.A. (2006). Prediction of national wealth. *Intelligence*, 34, 449-458.
- McKay, P. & McDaniel, M.A. (2006). A re-examination of Black-White mean differences in work performance: More data, more moderators. *Journal of Applied Psychology*, 91, 531-554.
- McDaniel, M.A., Whetzel, D.L., & Nguyen, N.T (2006). *Situational judgment tests in personnel selection: A monograph for the International Personnel Management Association Assessment Council*. Alexandria, VA: International Personnel Management Assessment Council.
- Griffith, R.L. & McDaniel, M.A. (2006). The nature of deception and applicant faking behavior. In R.L. Griffith (Ed). *A closer examination of applicant faking behavior*. Greenwich, CT: Information Age Publishing. 1-19.
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- Nguyen, N. T., Biderman, M.D. & McDaniel, M.A. (2005). Effects of response instruction on faking a situational judgment test. *International Journal of Selection and Assessment*, 13, 250-260.
- McDaniel, M.A. & Whetzel, D.L. (2005). Situational judgment test research: Informing the debate on practical intelligence theory. *Intelligence*, 33, 515-525.
- McDaniel, M.A. (2005) Big-brained people are smarter: A meta-analysis of the relationship between *in vivo* brain volume and intelligence. *Intelligence*, 33, 337-346.
- Whetzel, D.L. & McDaniel, M.A. (2004). Employment interviewing. In C. Spielberger (Ed) *Encyclopedia of Applied Psychology. Volume I*. Elsevier.
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- Grubb, III, W.L., McDaniel, M.A, & Whetzel, D.L. (2003). General mental ability tests in industry. In Jay Thomas, Volume Editor, *Comprehensive Handbook of Psychological Assessment, Volume 4, Organizational Assessment*. 7-20.
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- Graham K.E, McDaniel M.A, Douglas E.F, Snell, A.F. (2002). Biodata validity decay and score inflation with faking: Do item attributes explain variance across items? *Journal of Business and Psychology*, 16, 573-592.
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- Bernal, D.J., Snyder, D.S., McDaniel, M.A. (1998). The age and job satisfaction relationship: Does its shape and strength still evade us? *Journal of Gerontology: Psychological Sciences*, 5, 287-293.
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## **Presentations**

- McDaniel, M. A., Keener, S. K., & Kepes, S. (2023). *Toward the prediction of narcissistic behavior at work*. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

- Bazian, I. M., Lee, S. D., Sackett, P. R., Kuncel, N. R., Jacobs, R. R., & McDaniel, M. A. (2023). *Reducing group mean differences on cognitive tests via item selection strategies*. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.
- Keener, S. K., McDaniel, M. A., Kepes, S. (2020). *An SJT to predict expressions of subclinical personality disorders at work*. Paper accepted at the 34th Annual Conference of the Society for Industrial and Organizational Psychology. Austin, TX. Virtual presentation due to Covid-19.
- McDaniel, M. A. (2020). Discussant for accepted symposium: *The Best and Worst of Situational Judgment Test Response Formats in Applied Settings*. 34th Annual Conference of the Society for Industrial and Organizational Psychology. Austin, TX. Conference cancelled (Covid-19).
- Roth, P. L., Roth, R. A., & McDaniel, M. A., (2019, August). *Meta-analysis of social media assessment frequency: Used a lot, studied a little?* Accepted for presentation at the Academy of Management Meetings. Boston, MA.
- Jackson, D. J. R. & McDaniel, M. A. (2019, April). *Seeking out the psychology in situational judgment test scores*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology. National Harbor, MD.
- List, S.L., Kepes, S., McDaniel, M.A. & MacDaniel, X., (2018, August). *Assessing the trustworthiness of our cumulative knowledge in learning, behavior and performance*. Paper presented at the 78th Annual Conference of the Academy of Management. Chicago.
- Field, J., Bosco, F.A., Kepes, S., McDaniel, M.A., List, S.L., (2018, August). *Introducing a comprehensive sensitivity analysis tool for meta-analytic reviews*. Paper presented at the 78th Annual Conference of the Academy of management. Chicago.
- List, S.L., MacDaniel, X., Kepes, S., McDaniel, M.A. (2018, April). *Assessing the trustworthiness of our cumulative knowledge in psychology*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- List, S.L., Field, J.G., & McDaniel, M.A. (2018, April). *Contingent reward leadership's effect on organizational citizenship behaviors*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- McDaniel, M.A (2018, April). Discussant for the symposium: *Of situations and responses: Unpacking the elements of situational judgement tests*. presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- McDaniel, M.A. (2018, April). *How to build a cognitive ability test with reduced mean group differences*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.

- McDaniel, M.A. (2018, February). *How to build a cognitive ability test with reduced mean group differences*. Paper presented at Personnel Testing Council of Metropolitan Washington. Washington, D.C.
- Field, J.G., Bosco, F.A., Kepes, S., McDaniel, M.A. (2017, October). *A comprehensive sensitivity analysis guide for meta-analyses*. Annual meeting of the Southern Management Association. St. Petersburg Beach, FL.
- Whelpley, C., McDaniel, M.A., & Weekley, J. (2017, August). *A multidimensional approach to scoring situational judgment tests*. Presented at the 2017 Academy of Management Meeting. Atlanta.
- McDaniel, M.A., Kepes, S., Hartman, N.S. & List, S.K. (2017, April). *Questionable research practices among researchers in top management programs*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Orlando.
- Whetzel, D.L. & McDaniel, M.A. (2017, April). *Work–family conflict and job performance: More data and more predictors*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Orlando.
- Kepes, S. & McDaniel, M.A. (2017, April). *Sensitivity analysis in meta-analytic reviews*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Orlando.
- Hill, A.K. Cárdenas, R.A., Wheatley, J.R., Welling, L.L.M., Burriss, R.P., Claes, P., Apicella, C.L., McDaniel, M.A., Little, A.C., Shriver, M.D., and Puts, D.A. (2017, April). *Communicating developmental stability: people with symmetrical faces have more attractive voices*. Paper presented at the annual meeting of the European Human Behaviour and Evolution Association, Paris, France, April, 2017.
- Hill, A., Cárdenas, R.A., Wheatley, J.R., Welling, L., Burriss, R.P., Claes, P., Apicella, C.L., McDaniel, M.A., Little, A.C., Shriver, M.D., Puts, D.A. (2017, April). *The human voice conveys information on developmental stability*. Paper presented at the 2017 American Association of Physical Anthropology.
- Jackson, D. J. R., McDaniel, M. A., & Michaelides, G. (2017, March). *Psychological profiles in situational judgment test performance*. Paper presented at the International Convention of Psychological Science, Vienna, Austria.
- Hill, A.K., Cárdenas, R.A., Wheatley, J.R., Welling, L.L.M., Burriss, R.P., Claes, P., Apicella, C.L., McDaniel, M.A., Little, A.C., Shriver, M.D., and Puts, D.A. (2016, June). *Are there acoustic cues to human developmental stability? Relationships between facial fluctuating asymmetry and vocal attractiveness*. Oral presentation given at the 28th annual meeting of the Human Behavior and Evolution Society, Vancouver, BC.

- Field, J.G., Baker, C.A., Bosco, F.A., McDaniel, M.A., & Kepes, S. (2016, April). *The extent of p-hacking in I-O psychology*. Paper presented at the 31<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. Anaheim.
- McDaniel, M.A. (2016, April). *Meta-analysis of personnel selection methods have great value*. (Debate with Winfred Arthur). In IGNITE Session: I/O Hot Topics Debate - Dual or Duel? Paper presented at the 31<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. Anaheim.
- McDaniel, M.A. (2016, April). Discussant for the symposium: *Advances in SJT and Personality Scoring Methods*. Presented at the 31<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. Anaheim.
- McDaniel, M.A. (2015, November). *The status of situational judgment testing*. Presentation to the Personnel Testing Council – Southern California Annual Training conference. Alhambra, California.
- McDaniel, M.A. (2015, October). Symposium participant in *I will write as soon as I (fill in the blank): Our immunity to change and its impact on publishing*. Southern Management Association meeting, St. Pete's Beach, FL.
- Whelpley, C., McDaniel, M.A. & Weekley, J. (2015, August). *Situational judgment test validity: A matter of approach*. Academy of Management meeting, Vancouver, CA
- Garthe, R.C., Sullivan, T.N., & McDaniel, M.A. (2015, May). *A meta-analytic review of the role of peers in adolescent dating violence*. Paper presented at 23<sup>rd</sup> Annual Meeting of the Society for Prevention Research, Integrating Prevention Science and Public Policy, Washington, DC.
- Kepes, S. & McDaniel, M.A. (2015, April). *The job satisfaction-performance literature if biased*. Paper presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. Philadelphia.
- McDaniel, M.A. (2015, April). Discussant for the symposium: *Examining alternatives to criterion-related validity studies when setting worker requirements* at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. Philadelphia.
- McDaniel, M.A. (2015, April). *Job performance of older workers: What do we know and what research is needed?* Paper presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. Philadelphia.
- McDaniel, M.A. (2015, April). Panel member for: *The Role of Theory in Industrial/Organizational Psychology Research and Practice* at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. Philadelphia.

- Kepes, S. & McDaniel, M.A. (2014, August). *Publication bias: Causes, detection, & remediation*. PDW presented at the annual meeting of the Academy of Management. Orlando.
- McDaniel, M.A. (2014, May). Discussant for *Assuring the trustworthiness of cumulative scientific knowledge in I/O psychology*. Presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology. Honolulu.
- McDaniel, M.A. (2014, May). Discussant for *Meta-analysis methods for messy, incomplete, and complex data*. Presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology. Honolulu.
- Banks, G.C., Kepes, S. & McDaniel, M.A. (2014, May). *Publication bias: Understanding myths underlying a threat to evidence-based practice*. Presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology. Honolulu.
- Kepes, S. & McDaniel, M.A. (2014, May). *The validity of conscientiousness is overestimated*. Presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology. Honolulu.
- Kepes, S. & McDaniel, M.A. (2013, August). *Publication bias: Causes, detection, & remediation*. PDW presented at the annual meeting of the Academy of Management. Orlando.
- Kepes, S. & McDaniel, M.A. (2013, July). *The validity of conscientiousness is moderately overestimated*. Presented at the International Personnel Assessment Council. Columbus.
- Thorley, T.E. & McDaniel, M. A. (2013, April). *Mean sex differences in psychomotor ability: A meta-analysis*. Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology. Houston.
- Batchelor, J.H., Miao, C. & McDaniel, M.A. (2013, April). *Extreme response style: A meta-analysis*. Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology. Houston.
- Terrizzi, J.A., Jr., Shook, N.J., & McDaniel, M. (2013, January). *Social conservatism as an evolutionarily evoked disease-avoidance strategy: A meta-analysis*. Paper presented at the annual meeting for the Society for Personality and Social Psychology, New Orleans, LA.
- McDaniel, M.A. (2012, November). *Publication bias and other sensitivity analyses in meta-analysis*. Invited presentation to Center for Advanced Research Methods and Analysis (CARMA), November 9, 2012.
- Kepes, S., Banks, G. C., McDaniel, M. A., & Sitzmann, T. (2012, August). *Assessing the robustness of meta-analytic results and conclusions*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

- Terrizzi, J.A, Jr., Shook, N.J., & McDaniel, M. (2012, June). *Social conservatism as an evolutionarily evoked disease-avoidance strategy: A meta-analysis*. Poster presented at the annual meeting for Human Behavior and Evolution Society, Albuquerque, NM.
- McDaniel, M. A. & Kepes, S. (2012, June). *Conflict of interest concerning meta-analyses in personnel selection research*. Paper presented at 2012 annual conference of the Society of Research Synthesis Methods. Aix en Provence, France.
- McDaniel, M. A. & Kepes, S. (2012, April). *Spearman's Hypothesis is a model for understanding alternative g tests*. Presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego.
- McDaniel, M.A. & Weekley, J.A. (2012, April). *Controlling for elevation and scatter in SJT scoring: A replication*. Presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego.
- McDaniel, M. A. (2012, April). *Panelist in panel discussion: Variations in Unproctored Internet Testing: The Good, Bad and Ideal*. Presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego.
- Holmes, O., McDaniel, M.A., & Tillman, C.J. (2011, August). *A meta-analysis of diversity climate and organizational commitment and job satisfaction*. Paper presented at the annual convention of the Academy of Management. San Antonio.
- O'Boyle, E. H., Forsyth, D., Banks, G.& McDaniel, M.A. (2011,August). *A meta-analysis of the dark triad and work outcomes: A social exchange perspective*. Paper presented at the annual convention of the Academy of Management. San Antonio.
- McDaniel, M.A. (2011, April). Participant in panel discussion: *Abolish the Uniform Guidelines*. Discussant panel at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- McDaniel, M.A. (2011, April). Participant in panel discussion: *Employment interview research: Where do we go next?* Discussant panel at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- Kepes, S., McDaniel, M.A., Banks, C., Hurtz, G., & Donovan, J. (2011, April). *Publication bias and the validity of the Big Five*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- Banks, C., Kepes, S., & McDaniel, M.A. (2011, April). *Publication bias and the validity of conditional reasoning tests*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.

- Whelpley, C. & McDaniel, M.A. (2011, April). *Self-esteem and counterproductive behavior: A Meta-analytic review*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- Pesta, B.J., Bertsch, S. & McDaniel, M.A. (2010, December). *Differential epidemiology: IQ, neuroticism, and chronic disease by the 50 U.S. states*. Paper presented at the 11<sup>th</sup> annual conference of the International Society for Intelligence Research. Alexandria, VA.
- McDaniel, M.A. (2010, July). *Abolish the Uniform Guidelines*. Invited Address to the annual conference of the International Personnel Assessment Council. Newport Beach, CA.
- McDaniel, M.A., Psotka, J. & Legree, P.J. (2010, April). *Situational judgments tests, self-insight, and personality: A suppression situation*. Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta.
- McDaniel, M.A. (2010, April). Participant in panel discussion: *Federal Government Selection: Resumes vs. KSA Statements vs. Assessments*. Discussant panel at the 25th Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta.
- McDaniel, M.A., Psotka, J. & Legree, P.J. (2009, April). *Toward an understanding of situational judgment item validity*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans.
- Fluckinger, C., Snell, A.F., & McDaniel, M.A. (2009, April). *Construct-oriented development of a biodata scale of quitting behaviors*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans.
- McDaniel, M.A. (2009, April). *Cumulative meta-analysis as a publication bias detection method*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans.
- Pesta, B.J., & McDaniel, M.A. (2008, December). *Religious, social, and economic covariates of state intelligence*. Paper presented at the annual conference of International Society of Intelligence Research. Decatur, GA.
- McDaniel, M.A., Whetzel, D.L., & Nguyen, N. (2008, September). Meta-analysis of personnel selection tests and overview of situational judgment tests. *International Workshop on Emerging Frameworks and Issues for S&T Recruitments*. Sponsored by the Society for Reliability Engineering, Quality and Operations Management (SREQOM). Delhi, India.
- McDaniel, M.A., Whetzel, D.L., & Fluckinger, C.D. (2008, September). Review of faking in personnel selection. *International Workshop on Emerging Frameworks and Issues for S&T Recruitments*. Sponsored by the Society for Reliability Engineering, Quality and Operations Management (SREQOM). Delhi, India.

- Tate, B.W. & McDaniel, M.A. (2008, August). *Race differences in personality: An evaluation of moderators and publication bias*. Paper presented at the Annual meeting of the Academy of Management, Anaheim CA.
- Hartman, N.S., Grubb, III, W.L., Fluckinger, C.D. & McDaniel, M.A. (2008, August). *Faking on personality and emotional intelligence selection assessments*. Paper presented at the Annual meeting of the Academy of Management, Anaheim CA.
- Pollack, J.M. & McDaniel, M.A. (2008, April). *An examination of the PreVisor Employment Inventory for publication bias*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology. San Francisco.
- Miller, A. J., Worthington, E. L., Jr., & McDaniel, M. A. (2008, March). *Gender and forgiveness: A meta-analytic view*. Paper presented at the International Counseling Psychology Conference, Chicago, IL.
- McDaniel, M.A. & Ployhart, R.E. (2007, December). *IQ estimates for counties and independent cities in the commonwealth of Virginia*. Paper presented at the annual conference of International Society of Intelligence Research. Amsterdam.
- McDaniel, M.A., Kim, N., Yost, A. (2007, November). *Profile assessments incorporate false assumptions of curvilinearity*. Paper presented at the Southern Management Association. Nashville.
- McDaniel, M.A. (2007, June). *Meta-analysis*. Invited workshop presented at Personnel Testing Council of Metropolitan Washington. Washington.
- Oh, I., Postlethwaite, B.E., Schmidt, F.L. & McDaniel, M.A. (2007, April). *Do structured and unstructured interviews have near equal validity?* Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York.
- McDaniel, M.A. (2007, April). *Alternative validation strategies: Developing new and leveraging existing validation evidence*. Panel discussion member at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York.
- Hartman, N.S., Grubb, W, L., McDaniel, M.A. (2007, April). *Response instructions moderate SJT validity when content is held constant*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York.
- Whetzel, D.L. & McDaniel, M.A. (2006, July). *Competency modeling as an organizational change vehicle*. Paper presented at the sixth annual conference on Knowledge, Culture and Change in Organizations, Monash University Centre, Prato, Italy.
- McDaniel, M. A. (2006, June). *Situational judgment tests*. Invited address at Erasmus University, Rotterdam.

- McDaniel, M.A., Hurtz, G.M., & Donovan, J.J. (2006, May). *An evaluation of publication bias in Big 5 validity data*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas.
- McDaniel, M.A., McKay, P. & Rothstein, H. (2006, May). *Publication bias and racial effects on job performance: The elephant in the room*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas.
- McDaniel, M.A. (2006, May). Panelist on *SIOP Organizational Frontiers Series: Situational judgment tests—Theory, measurement, and application*. Presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas.
- McDaniel, M.A. (2006, May). Panelist on *Situational judgment tests: Construct validity and directions for future research*. Presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas.
- McDaniel, M.A. (2006, April). *Situational judgment tests: Method, content, and faking*. Gästekolloquium Arbeits-, Organisations- und Wirtschaftspsychologie Sommersemester 2006. Zurich.
- McDaniel, M.A. & Whetzel, D.L. (2006, February). *Situational judgment tests: Heterogeneity, validity, subgroup differences, and development methods*. Paper presented at the Association of Test Publishers Innovations in Testing Conference. Orlando.
- Puts, D.A., McDaniel, M.A., Jordan, C.L. & Breedlove, S.M. (2005, December). *Possible organizational effects of early androgens on human spatial ability: Meta-analyses of CAH and digit ratio studies*. Paper presented at the Fifth Annual Conference of the International Society for Intelligence Research. Albuquerque.
- Whetzel, D.L. & McDaniel, M.A. (2005, December). *IQ and the wealth of nations: Prediction of national wealth*. Paper presented at the Fifth Annual Conference of the International Society for Intelligence Research. Albuquerque.
- McDaniel, M.A., Rothstein, H. & Whetzel, D.L. (2005, August). *Do employment test publisher manuals provide accurate information on test validity?* Paper presented at the annual meeting of the Academy of Management. Honolulu.
- Grubb, W.L. & McDaniel, M.A. (2005, August). *The fakability of Bar-On's Emotional Quotient Inventory Short Form: Catch me if you can*. Paper presented at the annual meeting of the Academy of Management. Honolulu.
- Puts, D.A., McDaniel, M.A., Jordan, C.L., and Breedlove, S.M. (2005, August). *Spatial ability and its relation to prenatal androgens: meta-analyses of CAH and 2D:4D studies*. Poster presented at the International Behavioral Development Symposium, Minot, ND.

- Puts, D.A., McDaniel, M.A. & Jordan, C.L. & Breedlove, S.M. (2005, June). *Prenatal androgens and spatial ability in humans: Meta-analysis of CAH and 2d:4d studies*. Society for Behavioral Neuroendocrinology Annual Meeting. Austin.
- McDaniel, M.A. (2005, May). *Situational judgment tests: Past, present, and future*. Korean Society of Industrial and Organizational Psychology. Seoul.
- McDaniel, M.A., McKay, P.F., & Rothstein, H. (2005, May). *Publication bias in personnel psychology: The Elephant in the room*. Paper presented at the Twelfth European Congress of Work and Organizational Psychology. Istanbul.
- McDaniel, M.A. (2005, May). *Publication bias*. Paper presented to the annual conference of Personnel and Human Resources Research Group. Amsterdam.
- Nguyen, N, McDaniel, M.A., & Whetzel, D.L. (2005, April). *Subgroup differences in situational judgment test performance: A meta-analysis*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology. Los Angeles.
- McKay, P. & McDaniel, M.A. (2005, April). *Cognitive load of criteria and racial differences in job performance*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology. Los Angeles.
- McDaniel, M.A. & Whetzel, D.L. (2004, December). *IQ and the Wealth of Nations: Prediction of GDP Not Dependent on Precise g Estimates*. Paper presented at the Fifth Annual Conference of the International Society for Intelligence Research. New Orleans.
- McDaniel, M. A., Yost, A. P., Ludwick, M.H., Hense, R.L., Hartman, N. S. (2004, March). *Incremental Validity of a Situational Judgment Test*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- McDaniel, M.A. (2003, July). *Practical intelligence: The Emperor's new clothes*. Paper presented at the International Symposium on Emotional and Practical Intelligence. Berlin.
- McDaniel, M.A. & Whetzel, D.L. (2003, December). *The Emperor's New Clothes: Additional critiques of Sternberg's Practical Intelligence Theory*. Paper presented at the Fourth Annual Conference of the International Society for Intelligence Research. Newport Beach, CA
- McKay, P. F., & McDaniel, M.A. (2003, April). *A re-examination of Black-White differences in work performance: The moderating effect of criterion content, job complexity, level of measurement, measurement method, source of data, and criterion cognitive load*. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando.
- McDaniel, M.A., Hartman, N. S. & Grubb III, W. L. (2003, April). *Situational judgment tests, knowledge, behavioral tendency, and validity: A meta-analysis*. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando.

- McDaniel, M.A. & Nguyen, N.T., (December, 2002). *A meta-analysis of the relationship between in vivo brain volume and intelligence*. Paper presented at the Third Annual Conference of the International Society of Intelligence Research. Nashville.
- Nguyen, N.T., & McDaniel, M.A., (October, 2002). *Effect of response instructions on racial differences in situational judgment test performance*. Paper presented at the Southern Management Association. Atlanta. WINNER OF THE BEST PAPER AWARD - HUMAN RESOURCES TRACK.
- Grubb, W.L., III & McDaniel, M.A. (April, 2002). *Procedural justice and layoff survivors' commitment: A quantitative review*. Paper presented at the 17<sup>th</sup> Annual Conference of the Society of Industrial Organizational Psychology. Toronto. April.
- Nguyen, N.T., McDaniel, M.A., & Biderman, M.A. (April, 2002). *Faking in situational judgment tests*. Paper presented at the 17<sup>th</sup> Annual Conference of the Society of Industrial Organizational Psychology. Toronto. April.
- O'Connell, M. S., McDaniel, M.A., Grubb, W.L., III, Hartman, N.S., Lawrence, A. (April, 2002). *Incremental validity of situational judgment tests for task and contextual performance*. Paper presented at the 17th Annual Conference of the Society of Industrial Organizational Psychology. Toronto.
- Nguyen, N.T. & McDaniel, M.A. (April, 2001). *The influence of impression management on organizational outcomes: A meta-analysis*. Paper presented at the 16th Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Nguyen, N.T. & McDaniel, M.A. (April, 2001). *Constructs assessed in situational judgment tests: A meta-analysis*. Paper presented at the 16th Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- McDaniel, M.A. (April, 2001). *"g" expert on expert panel*. 16th Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- McDaniel, M.A. (April, 2001). *Moderator on panel for "What I didn't learn in grad school."* 16th Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Nguyen, N.T. & McDaniel, M.A. (December, 2000). *Brain size and intelligence: A Meta-analysis*. Paper presented at the First Annual Conference of the International Society of Intelligence Research. Cleveland, OH.
- Grubb, L. & McDaniel, M.A. (December, 2000). *Working memory, short-term memory and intelligence: A meta-analysis*. Paper presented at the First Annual Conference of the International Society of Intelligence Research. Cleveland, OH.

- Williams, M.L., McDaniel, M.A., & Nguyen, N. (October, 2000). *A meta-analysis of the antecedents and consequences of three dimensions of compensation satisfaction*. Paper presented at the Annual Meeting of the Southern Management Association. Atlanta.
- Nguyen, N.T. & McDaniel, M.A. (April, 2000). *Faking and forced-choice scales in applicant screening: A meta-analysis*. Paper presented at the 15th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Griffith, R.T., Chmielowski, T, Snell, A.F., Frei, R.L., McDaniel, M.A. (April, 2000). *Does faking matter? An examination of rank order changes in applicant data*. Paper presented at the 15th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA. April, 2000.
- Williams, M.L., McManus, J., Gordon, R.E., McDaniel, M.A. (October, 1999). *A meta-analysis of multiple dimensions of pay satisfaction*. Paper presented at the Annual Meeting of the Southern Management Association.
- Rotenberry, P., Monaghan, D., & McDaniel, M.A. . (October, 1999) *In-basket criterion-related validity: A meta-analysis*. Paper presented at the Annual Meeting of the Southern Management Association.
- McDaniel, M.A., Gordon, R.E., Seers, A. (October, 1999). *The development of a bogus competency scale to detect faking by job applicants*. Paper presented at the Annual Meeting of the Southern Management Association.
- Collins, J.M., Schmidt, F.L., Sanchez-Ku, M.L., & McDaniel, M.A. (April, 1999). *Predicting assessment center ratings from cognitive ability and personality using policy capturing and psychometric meta-analysis*. Paper presented at the 14th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Atlanta.
- Smith, K.C., Sydell, E., Snell, A., Haas, A. & McDaniel, M.A. (April, 1999). *Flanagan's critical incident technique meets the faking controversy*. Paper presented at the 14th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Atlanta.
- Haas, A., Smith, K.C., & McDaniel, M.A. (April, 1999). *Faking Strategies: Effects on a situational judgment test*. Paper presented at the 14th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Atlanta.
- Olesen, E. P., McDaniel, M.A., & Snell, A.F. (April, 1998) *Construct validity of customer service measures*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Snell, A.F., & McDaniel, M.A. (April, 1998) *Faking: Getting data to answer the right questions*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.

- Frei, R.L., Snell, A.F., McDaniel, M.A., & Griffith, R.L. (April, 1998). *Using a within-subjects design to identify differences between social desirability and faking*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Griffith, R.L., Snell, A.F., Frei, R.L., McDaniel, M.A., & Confer, S. (April, 1998). *Modeling social desirability as a method bias effect*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Smith, K.C. & McDaniel, M.A. (April, 1998). *Background experience correlates of job performance: An expanded predictor space*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Smith, K.C. & McDaniel, M.A. (April, 1998). *Criterion and construct validity evidence for a situational judgment measure*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Sanchez-Ku, M., Thomas, L., Collins, J. M., & McDaniel, M. A. (1997). *A meta-analysis of predictors of assessment center success: Cognitive ability, motivation and personality*. American Psychological Association, 105th Annual Conference. Chicago, IL. August.
- Taylor, P.J., Guilford, J.R., & McDaniel, M.A. (1997). *Individual versus panel selection interviews: Are two (or more) heads really better than one?* Industrial and Organisational Psychology Conference. Victoria, Australia. June.
- Frei, R.L., Griffith, R.L., Snell, A. F., McDaniel, M.A., & Douglas, E.F. (1997, April). *Faking of non-cognitive measures: Factor invariance using multiple groups LISREL*. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis.
- Frei, R.L., Griffith, R.L., McDaniel, M.A., Snell, A.F., Hamill, L.S., Wheeler, J.K., Douglas, E.F. (1997). *Building a better mousetrap: Using CART to detect response distortion*. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis. April.
- Graham, K.E., McDaniel, M.A., Douglas, E.F., & Snell, A.F. (1997, April). *Item attribute correlates of biodata validity decay with faking*. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis. April.
- McDaniel, M.A., Douglas, E.F., & Snell, A.F. (1997, April). *A survey of deception among job seekers*. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis.
- Sterns, H.L., Cleveland, J.N., Landy, F.J., McDaniel, M.A. (1997, April) *Issues in aging and work: Past and present*. Panel discussion presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis.

- McDaniel, M.A., Finnegan, E.B., Morgeson, F.P., Campion, M.A., Braverman, E.P. (1997, April). Predicting job performance from common sense. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis.
- Douglas, E. F., McDaniel, M. A., & Snell, E. F. (1996, August). *The validity of non-cognitive measures decays when applicants fake*. Paper presented at the annual conference of the Academy of Management, Cincinnati, OH. WINNER OF THE BEST PAPER AWARD - HUMAN RESOURCES DIVISION.
- Wiesen, J. P., & McDaniel, M. A. *Illusive teamwork KSAP's: A validation study*. (1996, June). Paper presented at the International Personnel Management Association Assessment Council conference, Boston, MA.
- Gray, J. H., Boyce, C., Hall, R. & McDaniel, M. A. (1996). *Age differences in training: Less pre-training mastery or less learning?* Paper presented at the Eleventh Annual Conference of the Society of Industrial and Organizational Psychology, Inc., San Diego, CA.
- Kaminsky, M. S. , & McDaniel, M. A. (1996). *A vocational interest instrument for industrial/organizational psychologists*. Paper presented at the Eleventh Annual Conference of the Society of Industrial and Organizational Psychology, Inc., San Diego, CA.
- Byham, T. M., Bernthal, P. R., & McDaniel, M. A. (1996). *Measures of change which capture response-shifts in training outcomes*. Paper presented at the Eleventh Annual Conference of the Society of Industrial and Organizational Psychology, Inc., San Diego, CA.
- Wiesen, J. P., & McDaniel, M. A. (1995, June). *Selection for empowered work teams: Do soft skills matter?* Paper presented at the International Personnel Management Association Assessment Council conference, Boston.
- Berardi, M. F., Elicker, J. D., Hepburn, E. M., Wynn, H., & McDaniel, M. A. (1995, May). *The effectiveness of training in decision making: A meta-analysis*. Paper presented at the Tenth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. Orlando, FL.
- Huffcutt, A., Roth, P. L., & McDaniel, M. A. (1995, May). *Assessment of mental ability in the employment interview*. Paper presented at the Tenth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Orlando, FL.
- McDaniel, M. A., Wynn, H. A., Lees, C. A., & Timm, H. W. (1995, May). *Personal credit information in screening for personnel reliability: Validity and legality*. Paper presented at the Tenth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Orlando, FL.

- Daly, J. J., Sterns, H. L., McDaniel, M. A., Doverspike, D. (1995, May). *Relationship between supervisory attitudes and performance ratings of older workers*. Paper presented at the Ninth Annual Professional and Scientific Ohio Conference on Aging and Eighteenth Annual Ohio Student Conference on Aging, Akron, OH.
- McDaniel, M. A. (1994, October). *Training and experience evaluations*. A workshop presented to the Mid-Atlantic Personnel Assessment Council, Baltimore, MD.
- Sterns, H., Delp, N., Haslett, T., Kubeck, J., & McDaniel, M. A. (1994, November). *Age differences and job-related training outcomes*. Paper presented at the 47th annual meeting of the Gerontological Society of America, New Orleans, LA.
- Verive, J. M., & McDaniel, M. A. (1994). *Short-term memory tests in personnel selection: Low adverse impact and high validity*. Paper presented at the submitted to the 102nd Annual Conference of the American Psychological Association, Los Angeles, CA.
- Rogers, P., & McDaniel, M. A. (1994, August). *Criterion purpose as a covariate of employment test validity*. Paper presented at the submitted to the 102nd Annual Conference of the American Psychological Association, Los Angeles, CA.
- Healy, M., McDaniel, M. A., & Graham, K. (1994, August). *Does tobacco use predict job performance?* Paper presented at the 102nd Annual Conference of the American Psychological Association, Los Angeles, CA.
- Healy, M., & McDaniel, M. A., Tefft, M. P. (1994, August). *Alcohol usage, personality, and job performance*. Paper presented at the 102nd Annual Conference of the American Psychological Association, Los Angeles, CA.
- Gradwohl, W. C. & McDaniel, M. A. (1994, April). *Affirmative Action: A review of perceptions, attitudes, and outcomes*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.
- Sterns, A. A., Marsh, B. A., & McDaniel, M. A. (1994, April). *Age and job satisfaction: A comprehensive review and meta-analysis*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. Nashville, TN.
- Engle, E., Miguel, R., Steelman, L., McDaniel, M. A. (1994, April). *The relationship between age and work needs: A comprehensive research integration*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.
- Healy, M., Lehman, M., McDaniel, M. A. (1994, April). *A meta-analysis of the relationship between age and turnover*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.

- Delp, N., Haslett, T., Kubeck, J., & McDaniel, M. A. (1994, April). *Age and job-relevant training performance: A comprehensive review and meta-analysis*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.
- McDaniel, M. A., & Frei, R. (1994, April). *The validity of customer service orientation measures in employee selection: A comprehensive review and meta-analysis*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.
- Morris, S. B., McDaniel, M. A., Worst, G. J., & Timm, H. (1993, August). *Vanity-Motivated Overspending: Personnel Screening for Positions of Trust*. Paper presented at the 101st Annual Convention of the American Psychological Association, Toronto, Canada.
- McDaniel, M. A., Whetzel, D., Schmidt, F. L., & Maurer, S. (1993, May). *Occupational moderators of the validity of the employment interview*. Paper presented at the Seventh Annual Conference of the Society of Industrial and Organizational Psychology, Inc., San Francisco, CA.
- McDaniel, M. A., & Braverman, E. R. (1992). *Validity of situational judgment measures: A comprehensive review and meta-analysis*. Paper presented at the 100th Annual Convention of the American Psychological Association.
- McDaniel, M. A., Zytowski, D. G., & Ashbey, R. R. (1991). A delineation of the structure of career decision variables. In J. L. Holland (Chair) *Advances in occupational classification for career development and decision making*. Symposium presented at the 99th Annual Conference of the American Psychological Association, San Francisco, CA.
- Wise, L., & McDaniel, M. A. (1991). Cognitive factors in the Armed Services Vocational Aptitude Battery and the General Aptitude Test Battery. In B. Bloxom (Chair), *General and specific construct congruence across alternative aptitude batteries*. Symposium presented at the 99th Annual Conference of the American Psychological Association, San Francisco, CA.
- McDaniel, M. A. (1991). *Employment interviewing*. A workshop presented to the Mid-Atlantic Personnel Assessment Council, Baltimore, MD.
- Rivkin, D., & McDaniel, M. A. (1990). The measurement and validation of occupational aptitude requirements. In A. Lancaster (Chair), *The enhancement of the Department of Defense Student Testing Program*. Symposium presented at the 98th Annual conference of the American Psychological Association, Boston, MA.
- McDaniel, M. A., Whetzel, D., Schmidt, F. L., & Maurer, S. (1990). *The validity of the employment interview*. Paper presented at the 1990 IPMAAC Conference on Personnel Assessment, San Diego, CA.

- McDaniel, M. A., & Timm, T. (1990). *Lying takes time: Predicting deception in biodata using response latency*. In H. Wing (Chair), *Alternative predictors*. Symposium presented at the 98th Annual conference of the American Psychological Association, Boston, MA.
- Dye, D. A., Reck, M., & McDaniel, M. A. (1989). *Moderators of the validity of written job knowledge measures*. Paper presented at the Fourth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Boston, MA.
- Parker, J. P., Wiskoff, M. F., McDaniel, M. A., Sherman, F., & Zimmerman, R. A. (1989). *The development of a prescreening instrument for Marine security guards*. Paper presented at the Fourth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Boston, MA.
- Urban, G. D., & McDaniel, M. A. (1989). *Factor and Cluster Analyses of the Special Assignment Battery*. Paper presented at the 97th Annual Convention of the American Psychological Association, New Orleans, LA.
- McDaniel, M. A. (1988). *Does preemployment drug use predict on the job suitability?* Invited address National Institute on Drug Abuse conference Drugs in the Workplace, Washington, DC.
- McDaniel, M. A. (1988). *The validity of the employment interview*. Invited address Personnel Testing Council of Southern California conference Beyond g: The total selection system. Newport Beach, CA.
- McDaniel, M. A. (1988). *Biographical constructs for predicting personnel reliability*. Paper presented at the 96th Annual Convention of the American Psychological Association, Atlanta, GA.
- McDaniel, M. A. & Jones, J. W. (1988). *Honesty testing for personnel selection: A quantitative review*. Paper presented at the 96th Annual Convention of the American Psychological Association, Atlanta, GA.
- Wiskoff, M. F., Sherman, F. A., & McDaniel, M. A. (1988). *Predicting success in the Marine Security Guard School*. Paper presented at the 96th Annual Convention of the American Psychological Association, Atlanta, GA.
- McDaniel, M. A. (1988). *Employment interviews: Structure, validity, and unanswered questions*. In M. A. Campion (Chair), *Structured interviewing: Improving reliability, validity, and relevance of selection interviews*. Symposium in the Third Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Dallas, TX.
- McDaniel, M. A. (1988). *Does pre-employment drug use predict post-employment suitability?* Paper presented to the Third Annual Conference of the Society of Industrial and Organizational Psychology, Inc, Dallas, TX.

- Hirsh, H. R., & McDaniel, M. A. (1987). *Differential validity by gender in employment settings*. Paper presented at the Second Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Atlanta, GA.
- McDaniel, M. A. (1987). *The Staffing Decision Support System: Computer-assisted support for staffing decision Makers*. Paper presented at the International Personnel Management Association Assessment Council Annual Conference, Philadelphia, PA.
- McDaniel, M. A., Schmidt, F. L., & Hunter, J. E. (1987). *Job experience as a determinant of job performance*. Paper presented at the 95th Annual Convention of the American Psychological Association, New York, NY.
- Waldman, D. A., Avolio, B. J., & McDaniel, M. A. (1987). *Taking age out of the age and job performance relationship*. Paper presented at the 95th Annual Convention of the American Psychological Association, New York, NY.
- Waldman, D. A., Avolio, B. J., & McDaniel, M. A. (1987). *Trading off age for experience in predicting job performance*. Paper presented at the Academy of Management Conference - Division of Personnel/Human Resources.
- Whetzel, D. A., & McDaniel, M. A. (1987). *The reliability of validity generalization data bases*. Paper presented at the 95th Annual Convention of the American Psychological Association, New York, NY.
- Gandy, J. A., & McDaniel, M. A. (1986). Large samples are better, aren't they?: Pooling subjects across organizations. In H. R. Hirsh (Chair) *New Examinations of Meta-analysis*. Symposium presented at the 94th Annual Convention of the American Psychological Association, Washington, DC.
- McDaniel, M. A. (1986). The evaluation of a causal model of job performance. In H. R. Hirsh (Chair) *Causal models of job performance*. Symposium presented at the 94th Annual Convention of the American Psychological Association, Washington, D.C.
- McDaniel, M. A. (1986). *The evaluation of a causal model of job performance*. Invited Address, IPMAAC Student Paper Competition. International Personnel Management Association Assessment Council Annual Conference, San Francisco, CA.
- McDaniel, M. A., Whetzel, D., Schmidt, F. L., Hunter, J. E., Maurer, S., & Russell, J. (1986). New research on the validity of the employment interviews. In M.A. McDaniel (Chair) *New research in validity generalization*. A symposium presented at the International Personnel Management Association Assessment Council Annual Conference, San Francisco, CA.
- McDaniel, M. A., & Hirsh, H. R. (1986). Methods of moderator detection in meta-analysis. In M. A. McDaniel (Chair), *An Overview and New Directions in the Hunter, Schmidt, & Jackson Meta-Analysis Technique*. Symposium presented at the First Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Chicago, IL.

- Hirsh, H. R., & McDaniel, M. A. (1986). Developing decision rules for meta-analysis. In M. A. McDaniel (Chair), *An Overview and New Directions in the Hunter, Schmidt, & Jackson Meta-Analysis Technique*. Symposium presented at the First Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Chicago, IL.
- McDaniel, M. A., & Schmidt, F. L. (1985). A meta-analysis of the validity of training and experience ratings in personnel selection. In H. R. Hirsh (Chair), *Meta-analysis of Alternative Predictors of Job Performance*. Symposium presented at the 93rd Annual Convention of the American Psychological Convention, Los Angeles, CA.
- Whetzel, D., McDaniel, M. A., & Schmidt, F. L. (1985). Validity of employment interviews. In H. R. Hirsh (Chair), *Meta-analysis of Alternative Predictors of Job Performance*. Symposium presented at the 93rd Annual Convention of the American Psychological Convention, Los Angeles, CA.
- McDaniel, M. A. (1985). *Meta-analysis of the relation between education and experience evaluations and job performance*. Paper presented at the Spring 1985 Capital Area Psychology Association (CASPA) Meeting, Washington, DC.
- McDaniel, M. A. (1984). *Validity generalization programs at the U.S. Office of Personnel Management*. Paper presented at the Personnel Testing Council of Metropolitan Washington annual conference: "Advances in Personnel Selection - Validity Generalization and Latent Trait Theory", Washington, D.C.
- McDaniel, M. A. (1983). *The use of the computer to automate the personnel office*. Paper presented at the Personnel Testing Council of Metropolitan Washington annual conference: "Office Automation in the Personnel Function", Washington, D.C.
- Johnson, E., & McDaniel, M. A. (1981). *Training correlates of a police selection system*. Paper presented at the International Personnel Management Association Council, Denver, CO.
- McDaniel, M. A., & Holmgren, R. (1980). *The utility of similarity judgments in predicting retranslation errors*. Paper presented at the International Personnel Management Association Assessment Council, Boston, MA.
- McDaniel, M. A., Groves, E., Xagas, S., Rainsford, B., & Napolitan, T. W. (1979). *An evaluation of outreach therapy*. Paper presented at the Midwestern Psychological Association, Chicago, IL.

## **Honors & Awards**

- 2016 Dean's Scholar (2016-2017), Virginia Commonwealth University  
 2016 Distinguished Scholar Award. (2015-2016). Virginia Commonwealth University  
 2011 Distinguished Scholar Award. (2010-2011). Virginia Commonwealth University  
 2007 Distinguished Scholar Award. (2006-2007). Virginia Commonwealth University

- 2007 Faculty Excellence Award (\$14,000). Virginia Commonwealth University
- 2002 Best Paper Award, Human Resource Track. Southern Management Association. Nguyen, N.T., & McDaniel, M.A. *Effect of response instructions on racial differences in situational judgment test performance.*
- 2002 Faculty Excellence Award (\$7000). Virginia Commonwealth University
- 2001 Faculty Excellence Award (\$7000). Virginia Commonwealth University
- 1999 Global View award (\$3500). Virginia Commonwealth University
- 1999 Faculty Excellence Award (\$7000). Virginia Commonwealth University
- 1996 Best Paper Award for Human Resource Division, Academy of Management. Douglas, E.F., McDaniel, M.A., & Snell, E.F. *The validity of non-cognitive measures decays when applicants fake.*
- 1993 Favorite Faculty Member Award, Awarded by Omicron Delta Kappa and Mortar Board "Excellence of contribution made on behalf of students at the University of Akron."
- 1986 Winner, IPMAAC Student Paper Competition. *The evaluation of a causal model of job performance: The interrelationships of general mental ability, job experience, and job performance.*
- 1985 Honorable Mention IPMAAC Student Paper Competition. *A meta-analysis of the validity of training and experience ratings in personnel selection.*
- 1985 Director's Award for Superior Accomplishment. "For exceptional skill, innovativeness and prodigious productivity which have resulted in new information to guide OPM rating schedule work and an automated system to guide its use of selection procedures, validate the results, and perform new studies."

### **Other Presentations, workshops, and papers**

- CARMA meta-analysis workshops 2003 – 2014
- Florida Institute of Technology meta-analysis workshop 2011
- Case Western meta-analysis workshop 2011
- McDaniel, M.A. (2010, July). *Abolish the Uniform Guidelines.* Invited Address to the annual conference of the International Personnel Assessment Council. Newport Beach, CA.
- McDaniel, M.A. (2010, April). Participant in panel discussion: *Federal Government Selection: Resumes vs. KSA Statements vs. Assessments.*
- Presentation to Ministry of Defence (India) on situational judgment testing and applicant faking in personnel selection (September, 2008)
- Publication bias and racial effects on job performance: The elephant in the room? *PTC Quarterly*, 2, 11-14. September, 2006.
- Meta-analysis: How to conduct a systematic review. Erasmus University. June 14, 2006.
- Situational judgment tests. Credit Suisse. Zurich, Switzerland. April 10, 2006.
- Meta-analysis: How to conduct a systematic review. Mittelbau des Psychologisches Instituts und Fachrichtung Arbeits- und Organisationspsychologie Universität Zürich. Zurich, Switzerland. April 7, 2006.
- Meta-analysis. Army Research Institute. Arlington, VA. February, 2006.
- Participant in National Science Foundation workgroup concerning deception in the national security context. July 25-26, 2005
- Situational judgment test workshop at the International Personnel Management Association annual conference. June, 2005

Meta-analysis. Sung Kyun Kwan University. Republic of Korea, May 27-28, 2005  
 Situational judgment test workshop. With S. Motowidlo. Pre-conference workshop at SIOP. April, 2005.  
 VA Surveyor Convention, Hiring the Best, January 23, 2004  
 VCU Family Business Forum, Hiring the Best, November 7, 2003  
 Situational Judgment Workshop, IPMAAC Conference, June, 2003.  
 Experience measures: Current theory and practice. Workshop presented with C.K. Curnow and T.P. McGonigle at the Personnel Testing Council of Metropolitan Washington, DC. 2003  
 Situational judgment testing workshop for Mid-Atlantic Personnel Testing Council - 2001  
 Reasonable accommodation in employment testing. Presentation to the “Look to the Stars” meeting on disability in the workplace. Sponsored by Manpower and Sun Trust. (October 10, 2001). Richmond, VA.  
 Invited lecturer Florida Institute of Technology – March 3-4, 2001  
 Invited speaker at the Chicago Industrial Organizational psychology group, September, 2000  
 Roundtable panel “Ask the selection experts.” (April, 2000). 15th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA.  
 Presentation at the Trainer's Connection (October 10, 1997). The development of a screening program for nursing assistants.  
 Presentation at The University of Akron Chapter of the American Society for Training and Development (April, 22, 1995)  
 McDaniel, M. A. (1994, October). *Training and experience evaluations*. A workshop presented to the Mid-Atlantic Personnel Assessment Council, Baltimore, MD.

## **Professional Activities**

### Professional Organizations

Society for Industrial and Organizational Psychology (Fellow)  
 Personnel and Human Resources Research Group (Member)  
 American Psychological Society (now the Association for Psychological Science) (Fellow)  
 American Psychological Association (Fellow)  
 Personnel Testing Council of Metropolitan Washington (Member)  
 International Society for Intelligence Research. President 2015

### Virginia Commonwealth University Service

#### University-level service

University Grievance and Appeal Panel 2005-2017  
 Homeland Security 2005  
 VCU Academic Campus Honor Council 2001-2005  
 Turning Point mentor 2001  
 Management/Psychology department colloquium series 2000

#### School-level service

VCU Grievance Committee, 2001-2006  
 Promotion and Tenure Committee, 2010 - 2013, 2016  
 Undergraduate recruitment volunteer, 2001-2002

Provide data mining analyses for undergraduate recruitment data, June, 2001  
Faculty Council 2012-present  
School PhD committee 2014

Department service – Committees

Management Department PhD Committee 1999-2003, 2006-2017  
Management Promotion and Tenure Committees 2007-2009, 2013-2014  
Management Department Curriculum committee 2001-2003  
Awards committee, 1998-1999  
Endowment, 1998-1999  
Mission statement committee, 1998-1999

University of Akron Committees

Member of Coordinating Council of the Institute for Life-Span Development and Gerontology, 1993 - 1998  
Member of Research Committee of the Institute for Life-Span Development and Gerontology, 1993 - 1998

University of Akron Departmental Committees

Admissions, 1992 - 1998; chair, 1994 - 1998  
Colloquia, 1992 - 1997  
Research Ethics, 1992 - 1996  
Chair, University Honors program advisor, 1994 – 1998