

Charles A. Scherbaum, Ph.D.

Baruch College, City University of New York
 Department of Psychology
 One Bernard Baruch Way
 New York, NY 10010
 Office: 646-312-3807
 Cell: 917-826-6472
 Fax: 917-338-7269
 e-mail: Charles.Scherbaum@baruch.cuny.edu

Education

- August 2003 Ph.D. Psychology, Ohio University, Athens, Ohio
 Chair: Jeffrey B. Vancouver
 Dissertation Title: “Detecting intentional response distortion on measures of the five-factor model personality: The differential person functioning approach”
- August 2001 M.S. Psychology, Ohio University, Athens, Ohio
 Chair: Jeffrey B. Vancouver
 Thesis Title: “Testing a computational goal-discrepancy reducing model of goal discrepancy creation”
- December 1997 B.S. Psychology, University of Washington, Seattle, Washington

Books

Scherbaum, C. & Shockley, K. (2015). *Methods for Analysing Quantitative Data for Business and Management Students*. London: Sage.

Publications (33)

Kuzmich, I. & Scherbaum, C. (in press). Identifying faking on forced-choice personality items using mouse tracking. *Personnel Assessments and Decisions*.

Lee, P. J., Rainone, N., Aiken, J. R., Dickson, M., Scherbaum, C., Chen, T., & Hanges, P. J. (2020). Where are they now? Re-examining the migration of I-O psychologists to business schools. *The Industrial-Organizational Psychologist*, 57(4).

Scherbaum, C. Dickson, M., Larson, E., Bellenger, B., Yusko, K., & Goldstein, H. (2018). Creating Test Score Bands for Assessments Involving Ratings using a Generalizability Theory Approach to Reliability Estimation. *Personnel and Assessment Decisions*, 4.

Scherbaum, C.A., Black, J., & Weiner, S. (2017). With the Right Map, Survey Key Driver Analysis Can Help Get Organizations to the Right Destination. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Oliveira, J. & Scherbaum, C. (2017). Moderating Effect of Job Type on Job Characteristic—Worker Outcome Relationships. *Psychology Research*, 7, 164-185.

Hanges, P., Scherbaum, C., & Reeve, C. (2015). There are More Things in Heaven and Earth, Horatio, Than DGF. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 472-481.

Mellert, L., Scherbaum, C., Wilke, B., & Froelich, J. (2015). The relationship between organizational change and financial loss. *Journal of Organizational Change Management*, 28, 59-71.

Oliveira, J. & Scherbaum, C. (2015). Effects of activating team diversity dimensions on member perceptions of conflict, trust, and respect. *The New School Psychology Bulletin*, 13, 21-37.

Reeve, C. Scherbaum, C., & Goldstein, H. (2015). Manifestations of intelligence: Expanding the measurement space to reconsider specific cognitive abilities. *Human Resource Management Review*, 25, 28-37.

Scherbaum, C. & Goldstein, H. (2015). Introduction to special issue. *Human Resource Management Review*, 25, 1-3.

Cohen-Charash, Y., Scherbaum, C.A., Kammeyer-Mueller, J.D., & Staw, B.M. (2013) Mood and the Market: Can Press Reports of Investors' Mood Predict Stock Prices? *PLoS ONE* 8(8): e72031. doi:10.1371/journal.pone.0072031

Scherbaum, C. & Meade, A. (2013). New directions for measurement in management research. *International Journal of Management Reviews*, 15, 132-148.

Scherbaum, C.A., Sabet, J.M., Kern, M.J., & Agnello, P. (2013). Examining faking on personality inventories using unfolding IRT models. *Journal of Personality Assessment*, 95, 207-216.

Hanges, P., Scherbaum, C., Goldstein, H., Ryan, R. & Yusko, K. (2012). I-O Psychology and Intelligence: A Starting Point Established. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 189-195.

Scherbaum, C. Goldstein, H., Yusko, K., Ryan, R., & Hanges, P. (2012). Intelligence 2.0: Reestablishing a Research Program on *g* in I-O Psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 128-148.

Naidoo, L.J., Scherbaum, C.A., Goldstein, H.W., & Graen, G. (2011). A Longitudinal Examination of LMX, Ability, Differentiation and Team Performance. *Journal of Business and Psychology*, 26, 347-357.

Saari, L. & Scherbaum, C. (2011). Identified employee surveys: Potential promise, perils, and professional practice guidelines. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 435-448.

Scherbaum, C. & Saari, L. (2011). Identified employee surveys: Where do we go from here? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 487-493.

Scherbaum, C.A., Blanshteyn, V., Marshall, E., McCue, E.A., & Strauss, R. (2011). Examining the effects of stereotype threat on individual test taking behaviors. *Social Psychology of Education*, 14,

361-375.

Scherbaum, C.A., & Vancouver, J.B. (2010). If we produce discrepancies, then how: Testing a computational process model of positive goal revision. *Journal of Applied Social Psychology, 40*, 2201-2231.

Johnson, J., Steel, P., Scherbaum, C., Hoffman, C., Jeanneret, R.P., & Foster, J. (2010). Validation is like motor oil: Synthetic is better. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 305-328.

Steel, P., Johnson, J., Jeanneret, R.P., Scherbaum, C., Hoffman, C., & Foster, J. (2010). At sea with synthetic validity. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 371-383.

Scherbaum, C.A., & Ferreter, J.M. (2009). Estimating statistical power and sample size requirement for organizational research using hierarchical linear models. *Organizational Research Methods, 12*, 347-367.

- Article reprinted in Vogt's (Ed.) (2011) SAGE Quantitative Research Methods (vol. 4, pp. 127-150). This collection is designed to present a representative sample of the best quantitative methods articles that have appeared in SAGE journals.

Scherbaum, C.A., & Goldstein, H. (2008). Examining the relationship between differential item functioning and item difficulty. *Educational and Psychological Measurement, 68*, 537-553.

Scherbaum, C.A., Popovich, P.M., & Finlinson, S. (2008). Exploring factors related to energy conservation behaviors in organizations. *Journal of Applied Social Psychology, 38*, 818-835.

Vancouver, J.B., & Scherbaum, C.A. (2008). Do we self-regulate actions or perceptions? A test of two computational models. *Computational and Mathematical Organization Theory, 14*, 1-22.

Scherbaum C.A., Cohen-Charash, Y., & Kern, M. (2006). Measuring general self-efficacy: A comparison of three measures using item response theory. *Educational and Psychological Measurement, 66*, 1047-1063.

Scherbaum, C.A., Finlinson, S., Barden, K., & Tamanini, K. (2006). Applications of item response theory to measurement issues in leadership research. *Leadership Quarterly, 17*, 366-386.

Scherbaum, C. A. (2005). Synthetic validity: Past, present, and future. *Personnel Psychology, 58*, 481-515.

Scherbaum, C.A., Scherbaum, K.L., & Popovich, P.M. (2005). Predicting job-related expectancies and affective reactions to employees with disabilities from previous work experience. *Journal of Applied Social Psychology, 35*, 889-904.

Vancouver, J. B., Putka, D. J., & Scherbaum, C. A. (2005). Triangulating on the goal-level effect: Experimental, computational, and correlational analysis. *Organizational Research Methods, 8*, 100-127.

Popovich, P. M., Scherbaum, C. A., Scherbaum, K. L., & Polinko, N. (2003). The assessment of attitudes toward individuals with disabilities in the workplace. *Journal of Psychology, 137*, 163-177.

Vancouver, J. B., & Scherbaum, C. A. (2000). Automaticity, goals, and environment. *American Psychologist, 55*, 763-764.

Non-Peer Reviewed Publications (3)

Scherbaum, C. A. (2018). [Review of the Matrigma]. In J. F. Carlson, K. F. Geisinger, & J. L. Jonson (Eds.), *The twenty-fourth mental measurements yearbook* (pp. 413-414). Lincoln, NE: Buros Center for Testing.

Scherbaum, C. A. (2014). [Review of the Mechanic Evaluation Test—Forms A1R-C, B1-C, C1-C]. In J. F. Carlson, K. F. Geisinger, & J. L. Jonson (Eds.), *The nineteenth mental measurements yearbook* (pp. 413-414). Lincoln, NE: Buros Center for Testing.

Scherbaum, C. A. (2013). How 'Big' are SIOP's Data? *The Industrial and Organizational Psychologist, 51*, 28-31.

Book Chapters (19)

Scherbaum, C.A. & Shockley, K.M. (in press). A basic guide to statistical discovery: Planning and selecting statistical analyses. In F. Leong & J. Austin (Eds.), *The psychology research handbook: A guide for graduate students and research assistants* (3rd ed.). Thousand Oaks, CA: Sage.

Saari, L., & Scherbaum, C. (2020). Data Privacy and Ethical Considerations with Employee Surveys and Emerging Technologies (pp. 391-406). In B. Macey & A. Fink's (Eds.) *Employee Surveys and Sensing: Challenges and Opportunities*. American Psychological Association.

Chou, V. P., Omansky, R., Scherbaum, C. A., Yusko, K. P., & Goldstein, H. W. (2019). The use of specific cognitive abilities in the workplace. In D. McFarland (Ed.), *General and Specific Abilities*. Newcastle upon Tyne, UK: Cambridge Scholars Publishing.

Yusko, K., Aiken, J., Goldstein, H., Scherbaum, C. & Larson, E. (2018). Solving the “Quarterback Problem”: Using Psychological Assessment to Improve Selection Decisions in Professional Sports. In R. Sims' (Ed.) *Human Resources Management Issues, Challenges and Trends: “Now and Around the Corner”*. Information Age Publishing.

Scherbaum, C.A., & Pesner, E. (2018). Power Analysis for Multilevel Research. In S. Humphrey & J. LeBreton's (Eds.) *The Handbook for Multilevel Theory, Measurement, and Analysis*. American Psychological Association.

Larson, E., Yusko, K., Goldstein, H., Scherbaum, C., Aiken, J., and Oliver, L. (2018). Modernizing Intelligence in the Workplace: Recent Developments in Theory and Measurement of Intelligence at Work. In V. Zeigler and T. Shackelford (Eds.), *The Sage Handbook of Personality and Individual Differences: Applications of Personality and Individual Differences* (pg. 568-587). Thousand Oaks, CA: Sage Publications.

Scherbaum, C., DeNunzio, M., Oliveira, J. & Ignagni, M. (2017). Race and Cultural Differences on Predictors Commonly Used in Employee Selection and Assessment. In B. Passmore, H. Goldstein, & E. Pulakos' (Eds.) *The Handbook of the Psychology of Recruitment, Selection, and Retention* (pg. 400-421). Wiley-Blackwell.

Agnello, P., & Scherbaum, C. (2015). *Re-exploring the gender gap in mathematics: A within-person approach*. *Advances in Psychology Research* (vol 108, pp. 1-22). New York: Nova Publishers.

Scherbaum, C. Goldstein, H., Ryan, R., Agnello, P., Yusko, K., & Hanges, P. (2015). New Developments in Intelligence Theory and Assessment: Implications for Personnel Selection. In J. Oostrom & I. Nikolaou's (Eds.) *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice*. London: Psychology Press-Taylor & Francis.

Scherbaum, C.A. & Saunderson, R. (2014). Using Big Data and Analytics to Create, Maintain, and Build Enterprise Engagement. *Enterprise Engagement Handbook* (pp. 215-223). New York: Enterprise Engagement Alliance.

Sabet, J., Scherbaum, C., & Goldstein, H. (2013). Examining the potential of neuropsychological intelligence tests for predicting academic performance and reducing racial/ethnic test scores differences. In F. Metzger's (Ed.) *Neuropsychology: New Research* (pp. 1-24). New York: Nova Publishers.

Breaux, P. & Scherbaum, C. (2013). Heroic-leadership teams: A militarily related team LMX Study. In G. Graen and J. Graen's (Ed.) *Management of team leadership in extreme contexts: Defending our homeland, protecting our first responders* (pp.1-9). Charlotte, NC: Information Age Publishing Inc.

Scherbaum, C.A., Putka, D.J., Naidoo, L.J., & Youssefnia, D. (2010). Key driver analyses: Current trends, problems, and alternative approaches. In S. Albrecht's (Ed.), *Handbook of employee engagement*. Edward-Elgar Publishing House: Camberley, UK.

Goldstein, H. W., Scherbaum, C. A., & Yusko, K. (2009). Adverse impact and measuring cognitive ability. In J. Outtz's (Ed.) *Adverse impact: Implications for organizational staffing and high stakes testing* (pp. 95-134). New York: Psychology Press.

Scherbaum, C. A., & Meade, A. W. (2009). Measurement in the organizational sciences. In D. Buchanan & A. Bryman (Eds.), *Handbook of organizational research methods* (pp. 636-653). London: Sage.

Naidoo, L.J., Scherbaum, C.A., & Goldstein, H.W. (2008). Examining the relative importance of leader-member exchange on group performance over time. In G. B. Graen and J. A. Graen (Eds.), *Knowledge Driven Corporation: A Discontinuous Model. LMX Leadership: The Series* (Vol 5, pp. 211-230). Charlotte, NC: Information Age Publishing Inc.

Scherbaum, C.A., Naidoo, L.J., & Ferreter, J.M. (2007). Examining component measures of team leader-member exchange (LMX-SLX) using item response theory. In G. Graen and J. Graen (Eds.), *New Multinational Network Sharing*. Charlotte, NC: Information Age Publishing.

Scherbaum, C.A. (2005). A basic guide to statistical discovery: Planning and selecting statistical analyses. In F. Leong & J. Austin (Eds.), *The psychology research handbook: A guide for graduate students and research assistants* (2nd ed., pp. 275-292). Thousand Oaks, CA: Sage.

Austin, J. T., Scherbaum, C. A., & Mahlman, R. A. (2002). History of research methods in industrial and organizational psychology: Measurement, design, analysis. In S. Rogelberg (Ed.), *Handbook of research methods in industrial and organizational psychology* (pp. 3-33). Oxford: Blackwell Publishers.

Peer Reviewed Presentations (120)

Cheban, Y., Kayga, L., Scherbaum, C., & Hanges, P. (2021, April). Opportunities in I-O research utilizing eye-tracking methodology. The 36th Annual Conference of the Society of Industrial Organizational Psychology. New Orleans, Louisiana.

Cheban, Y., Ray, E., & Scherbaum, C. (2021, April). Video Interviewing: A Best Practices Discussion. Panel discussion at the 36th Annual Meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA.

Patel, K. & Scherbaum, C. (2021, April). Tweet Tweet Read All About It: The Impact of Social Media on Performance Appraisals. Poster presented at the 36th Annual Conference of Society for Industrial and Organizational Psychology, New Orleans, LA.

Pineault, L., Alenick, P., Dickson, M., Scherbaum, C., Alber, M., Crenshaw, J., & Bellenger, B. (2021, April). Race-based differences in the police candidate anxiety- interview performance relationship. In S. Howe's Investigating Discriminatory Behaviors in Employment Interviews. Symposium at the 36th annual conference of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Scherbaum, C. (2021, April). Panelist in H. Kell's Non-G-Ocentric models of cognitive abilities and their relevance to I-O psychology. Alternative session at the 36th annual conference of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Yusko, K., Scherbaum, C., & Goldstein, B. (2021, April). Using Psychological Assessments to Predict Player Performance in the NFL. In E. Heggstad's (Chair) Talent Management in Elite Sports: Using an I/O Lens. Symposium conducted at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Kuzmich, I., & Scherbaum, C. (2020, April). *Re-examining the effect of mid-test warnings on faking on personality inventories*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Natale, A., Patel, K., Scherbaum, C. A., Tumminia, A. (2020, April). *To Check or Not to Check?: Attention Checks and MTurker Attitudes & Behavior*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Oliveira, J., Rutigliano, P., Scherbaum, C., & Saari, L. (2020, April). *Examining the Impact of Survey Identification on Response Behavior*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Scherbaum, C. A. (2020, April). Panelist. In P. Agnello's *Synthetic Validity: An Authentic Solution to Applied Problems* [Session Cancelled Due to COVID-19]. Panel Discussion conducted at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Yu, S., Corpuz, C., Kui, V., & Scherbaum, C. (2020, August). *Lights, Cameras, Faking: Comparing Warning Deterrents to Prevent Faking*. Poster presented at the annual meeting of the American Psychological Association, Washington, D.C.

Chou, V. P. & Scherbaum, C. A. (2019, April). *Using Cognitive Pupillometry to Study Cognitive Processes and Abilities*. In C. A. Scherbaum & P. J. Hanges (Chairs), *In the Mind's Eye: Eye Tracking as a Tool for the Organizational Sciences*. Symposium conducted at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Chou, V. P., Scherbaum, C. A., & Hanges, P. J. (2019, April). *A Neuroscience Method to Elucidate Sources of Score Differences on Ability Tests*. Poster session presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Kato, A. E., & Scherbaum, C. A. (2019, April). *Exploring the relationship between cognitive ability tilt and job performance*. In H. J. Kell & S. Wee (Co-Chairs), *Very much more than g: Further evidence for the importance of specific abilities*. Symposium conducted at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor.

Kuzmich, I., & Scherbaum, C. (2019, April). *Using social-categorization theory and methods to study faking behavior*. Presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Larson, E., Chou, V., Lee, P., Scherbaum, C., Freed, S., Pineault, L., Keval, N., Dickson, M., Aiken, J., & Goldstein, H. (2019, April). *Generalizability theory estimates of interview reliability*. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Lee, P. & Scherbaum, C. (2019, May). *Profiles of Individual Performance Distributions and Their Relationship with Interdependent Team Performance*. Poster presented at the European Association of Work and Organizational Psychology annual congress, Turin, Italy.

Scherbaum, C. A., & Hanges, P.J. (Chairs) (2019, April). *In the mind's eye: Eye tracking as a tool for the organizational sciences*. Symposium conducted at the Society for Industrial and Organizational Psychology Convention, Washington, DC/National Harbor, MD.

Agnello, P., Scherbaum, C., Goldstein, H., & Yusko, K. (2018, April). *Reasoning with Pseudowords in a Cognitive Ability Context*. In J. Cottrell's *What's New in Adverse Impact? Exploring Theory, Techniques, Test Types, and Tools*. Session at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Guzzo, R., Yusko, K., Goldstein, H., Scherbaum, C., Larson, E., Ryan, R., and Nalbantian, H. (2018, April). *Using Assessment to Predict Success in Sports: NFL Case Study and Panel Discussion*. Session at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Scherbaum, C., Oliver, L., Yusko, K., Goldstein, H., Agnello, P., Stahl, W., Bellenger, B., Crenshaw, J., Dawson, T., Dickson, M., Aiken, J., & Larson, E. (2018, April). *Using Job Component Validity to Hire Quickly and at Low Cost under a Consent Decree*. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Kato, A., Scherbaum, C., Dickson, M., Crenshaw, J., Bellenger, B., Beckman, S., Goldstein, H., & Yusko, K. (2018, April). *Examining Agreement in Job Analysis Ratings of Cognitive and Non-Cognitive KSAOs*. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Scherbaum, C. (2018, April). Panelist in L. Saari's *Employee Surveys and New Technologies: Privacy and Ethical Issues*. Session at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Lee, P., Aiken, J., Chen, T., Dickson, M., Hanges, P., & Scherbaum, C. (2018, April). *Re-examining the Perceived Migration of I-O Psychology to Business Schools*. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Scherbaum, C. (2017, July). Panelist in M. Dickson's *From the extreme to the norm: Transferable learnings from challenging assessment situations*. Panel discussion at the annual conference of the International Personnel Assessment Council. Birmingham, AL.

Scherbaum, C., Yusko, K., Goldstein, H., Dickson, M., Dawson, T., Allman, R., Giles, K., Agnello, P., & Stahl, W. (2017, July). *Jefferson County Job Components Validity Study*. Paper presented at the annual conference of the International Personnel Assessment Council. Birmingham, AL.

Scherbaum, C., Goldstein, H., Yusko, K., Hanges, P., Bellenger, B. (2017, July). *New Developments and Challenges in Cognitive Ability Assessment*. Symposium presented at the annual conference of the International Personnel Assessment Council. Birmingham, AL.

Nei, W., Scherbaum, C., & Velychko, G. (2017, May). *Training for success*. Poster presented at the International Convention of Psychological Science, Vienna.

Goldstein, H., Yusko, K., Scherbaum, C., Larson, E., & Ryan, R. (2017, April). *Reducing Racial Differences on Intelligence Tests for Personnel Selection*. In K. LaPort's *Alternative Measures of g: Not your grandfather's cognitive tests*. Symposium at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Mitra, P., Park, J. & Scherbaum, C. (2017, April). *Role of the Veil and Target Ethnicity in Selection Decisions*. Poster presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Pesner, E. & Scherbaum (2017, April). *The Influence of Task Interdependency on Intraindividual Performance Variability*. Poster presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Scherbaum, C. (2017, April). Panelist in R. Williams' *Practical Guidance for Developing and Implementing Ideal Point Measurement Models*. Panel discussion at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Hayrapetyan, L., & Scherbaum, C. (2016, April). *Employee Environmentally Friendly Behaviors in and out of Organizations*. Poster presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Scherbaum, C. (2016, April). Discussant in P. Coyle's *Measuring Leadership and Followership: Clarifying constructs and items*. Symposium at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Scherbaum, C. (2016, April). Panelist in S. Murphy's *Transforming Big and Small Data to Big Insight*. Panel Discussion at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Wilson, N., Denese, N., & Scherbaum, C. (2016, May). *Using behavioral assessments to establish construct validity of a modern cognitive ability test*. Poster presented at the Annual Conference of the Association for Psychological Science, Chicago, IL.

Yusko, K., Scherbaum, C., & Ryan, R. (2016, April). *Intelligence as a predictor of NFL performance*, In P. Hanges' *The Quarterback Problem: When Predicting Success is Difficult*. Symposium at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Oliveira, J., & Scherbaum, C. (2015, May). *Moderating Effect of Job Type on Job Characteristic-Worker Outcome Relationships*. Poster presented at the 27th APS Annual Convention, New York.

Oliveira, J., & Scherbaum, C. (2015, August). *Effect of Culture on Job Characteristic-Worker Outcome Relationships*. Poster presented at the APA Annual Convention, Toronto.

Scherbaum, C. (2015, April). Panelist in H. Goldstein's *Consulting in High Stakes Scenarios: Lessons Learned*. Panel Discussion at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.

Scherbaum, C. (2015, April). Panelist in S. Weiner's *Big Data and Identified Employee Surveys: Ethical Issues and Actions*. Panel Discussion at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.

Scherbaum, C. (2015, April). Panelist in C. Scherbaum's *Executive Board Special Session: A Data-Driven Approach to Improving SIOP: Practicing What We Preach*. Panel Discussion at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.

Agnello, P. & Scherbaum, C. (2014, May). *Re-exploring the Gender Gap in Mathematics Using a Within-Person Approach*. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Ignagni, M., Anderson, J., & Scherbaum, C. (2014, August). *Beyond Mean Math Score Differences: Differential Item Functioning Within a Math Self-Concept Measure*. Poster presented at the annual conference of the American Psychological Association, Washington D.C.

Mitra, P., Smith, C., & Scherbaum, C. (2014, May). *Female Managers: The Role of Implicit Attitudes and Organizational Climate*. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Ryan, R., Rothstein, J., Goldstein, H., & Scherbaum, C. (2014, August). *Immigrant Status, Test Attitudes, and Cognitive Ability Test Performance*. Poster presented at the annual conference of the American Psychological Association.

Saunderson, R. & Scherbaum, C. (2014, May). *Examining the Impact of Manager Recognition Training on Unit Performance*. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Scherbaum, C. (2014, May). Panelist in L. Saari's *Identified Employee Surveys: Complex Ethical Issues and Appropriate Actions*. Debate at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Scherbaum, C. (2014, May). Discussant in B. Gladdis' *A Critical Review of Mechanical Turk as a Research Tool*. Symposium at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Scherbaum, C. (2014, May). Future Directions for I/O research and practice using EEGs. In M.K. Ward's *Organizational Neuroscience: Using Electroencephalography (EEG) to Study I/O Topics*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Scherbaum, C. (2014, July). Discussant in W. Reichman's *Organizational Success Through Survey Research*, Symposium presented at the International Congress of Applied Psychology, Paris.

Smith, C., Santuzzi, A., & Scherbaum, C. (2014, May). *Perceptions of Positive Personality in Task Placement: Does Race Matter?* Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Sywulak, L. Oliveira, J., Rothstein, J., Scherbaum, C., & Goldstein, H. (2014, August). *The role of cognitive style in performance on Raven's*. Poster presented at the annual conference of the American Psychological Association.

Youssefnia, D. & Scherbaum, C. (2014, May). Using Segmentation Analysis to Drive Talent Management and Leadership Development. In L. Bousman's *The Employee Segmentation Continuum: Creating Respondent Groups to Spur Action*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Cohen-Charash, Y., Scherbaum, C. A., Kammeyer-Mueller, J. B., & Staw, B. M. (2013, August). *Mood and the market: Can investors' collective mood predict stock prices?* The Biannual Meeting of the International Society for Research on Emotions, Berkeley, CA.

Golubovich, J. & Scherbaum, C. (2013, April). *Impact of Test Design Features on Cognitive Ability Score Differences*. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston.

Mellert, L., Scherbaum, C., Wilke, B., & Froelich, J. (2013, April). *Change hurts: The relationship between organizational change and financial loss*. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston.

Scherbaum, C. (2013, April). Panelist in L. Saari's *Identified Employee Surveys: Potential Ethical Issues and Appropriate Actions*. Debate at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston.

Scherbaum, C. (2013, April). Discussant in M.K. Ward's *Organizational Neuroscience: Classic I-O Topics, Innovative Approaches*. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston.

Youssefnia, D. & Scherbaum, C. (2013, October). *Big Data, Analytics and HR: What do they have in common?* Presentation at the Northwest Human Resource Management Association Annual Conference, Tacoma, WA.

Youssefnia, D. & Scherbaum, C. (2012, October). *Harnessing the power of text analytics to drive human capital*. Presentation at Text Analytics World, Boston.

Saunderson, R. & Scherbaum, C. (2012, October). *Improving Retail Branch Performance through Employee Recognition Optimization and Analytics*. Presentation at BAI Retail Delivery Conference, Washington, D.C.

Scherbaum, C. & Goldstein, H. (2012, August). *The Evolution of Cognitive Ability Testing: Getting past g*. Paper presented at the annual conference of the American Psychological Association, Orlando, FL

Agosta, J., Diaz, C., Mir, H., & Scherbaum, C. (2012, May). *Reducing Adverse Impact Using Modern Cognitive Ability Assessments*. Poster presented at the annual meeting of the Association for Psychological Science.

Berger, Y., Denunzio, M., & Scherbaum, C. (2012, August). *Examining Immigrant-Majority Mean Score Differences on Cognitive Ability Tests*. Poster presented at the annual conference of the American Psychological Association, Orlando, FL.

Blanshteyn, V. & Scherbaum, C. (2012, April). *An item stimulus approach to understanding sources of item difficulty*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego.

Sabet, F., Scherbaum, C., & Goldstein, H. (2012, April). *Examining Criterion-related Validity and Score Differences on Neuropsychological Intelligence Tests*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego.

Scherbaum, C. (2012, April). Moderator in P. Rutigliano's *Identified Surveys: Appropriate usage and practical professional guidelines*. Debate presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego.

Scherbaum, C., Hanges, P., Yusko, K., Goldstein, H., & Ryan, R. (2012, April). *The Spearman Hypothesis Cannot Explain All Racial Score Differences*. In L. Hough's *Racial Differences in*

Personnel Selection: Complex Findings and Ongoing Research Symposium. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego.

Youssefnia, D. & Scherbaum, C. (2012, April). *Measuring Culture from the Tip of the Iceberg*. In J. Hudson's Balancing Rigor and Reality When Doing Organizational Culture Research. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego.

Yusko, K., Goldstein, H., Scherbaum, C., & Hanges, P. (2012, April). *Siena Reasoning Test: Measuring Intelligence with Reduced Adverse Impact*. Invited M. Scott Myers Award talk at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego.

Mondo, L., Froelich, J., Youssefnia, D., & Scherbaum, C. (2011, April). *Group and Individual Level Characteristics in Predicting Survey Response Time*. Poster presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Golubovich, J. & Scherbaum, C. (2011, April). *Choosing Female Managers: What Attitudes Have to Do With It*. Poster presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Higgs, A., Sywulak, L., & Scherbaum, C. (2011, May). *Effects of Stereotype Threat on Alternative Cognitive Tests*. Poster presented at the Annual Convention of the American Psychological Association, Washington, DC

Goldstein, H.W., Scherbaum, C.A., Yusko, K.P., Ryan, R., & Hanges, P.J. (2010, December). *Testing for Cognitive Ability with Reduced Adverse Impact: Hiring in Work Organizations*. Presentation at the 11th Conference of the International Society for Intelligence Research, Washington, D.C.

Boyd, B. & Scherbaum, C. (2010, April). *Implicit job satisfaction*. Poster presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta.

Scherbaum, C. (2010, April). Panelist in L. Saari's *Identified Employee Surveys: Pros, Cons, What We Know/Don't Know*. Debate presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta.

Pascall-Gonzalez, R. Scherbaum, C., Ferreter, J., & Golubovich, J. (2010, April). *Examining Subgroup Differences on Cognitive Tests Using Mixed-measurement IRT Models*. Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta.

Scherbaum, C. (2010, August). Discussant in S. Ashworth's *A long-term implementation of job component validity: A 10-year follow-up*. Symposium presented at the annual conference of the American Psychological Association, San Diego.

Fisher, D. & Scherbaum, C. (2009, November). *How leadership judgment impacts performance: A practical guide for consulting psychologists*. Paper presented at the annual convention of the Illinois Psychological Association.

Fyman, J. & Scherbaum, C.A. (2009, April). *Examining the Factor Structure of Team-Member Exchange*. Poster presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Naidoo, L.J., Scherbaum, C.A., & Goldstein, H.W. (2009, April). *A Longitudinal Examination of LMX, Ability, Differentiation and Team Performance*. Poster presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Scherbaum, C.A. (2009, April). Panel member in C. Scherbaum & P. Steel's *Synthetic Validity: Practical Questions and Answers*. Panel Discussion at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Blanshteyn, V., Scherbaum, C.A., Marshall, E., McCue, E.A., & Strauss, R. (2008, April). *Examining the Effects of Stereotype Threat on Individual Test Taking Behaviors*. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Cohen-Charash, Y., Erez, M., & Scherbaum, C. (2008, April). *Firgun – Being Happy for another Person's Good Fortune*. In Y. Cohen-Charash, M. Erez, M., & C. Scherbaum's (Chairs) *When Good Things Happen to Others: Envy and Firgun Reactions* symposium at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Ferreter, J.M., Goldstein, H.W., Scherbaum, C.A., & Yusko, K.P. (2008, April). *Reducing Adverse Impact using a Nontraditional Cognitive Ability Assessment*. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Scherbaum, C. A. (2008, August). Discussant in J. Foster's *Synthetic validity: New directions and old questions answered*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.

Boyd, B. & Scherbaum, C. (2007, April). *Examining Implicit and Explicit Attitudes Towards Female Managers*. Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York.

Kern, M. & Scherbaum, C. (2007, April). *Measuring Goal Commitment: A Comparison of Two Measures Using Item Response Theory*. Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York.

Scherbaum, C.A. & Andreoli, N. (2007, May). *Individual difference variables and perceived fakability of the IPIP*. Poster presented at the Annual Conference of the American Psychological Society, Washington, D.C.

Scherbaum, C. & Black, J. (2007, April). *Financial and Managerial Determinants of Employee Engagement*. Paper submitted in C. Scherbaum & J. Black's (Chairs) *Financial and managerial determinants of engagement* symposium to the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York.

Thompson, C. A., Martin, M., Poelmans, S., & Scherbaum, C. (2007). *Work-family Culture and*

Policies: Evidence from Spain. Paper presented at the 2007 International Conference on Work and Family, July, Barcelona, Spain.

Ferreter, J.M., & Scherbaum, C.A. (2006, August). *A mixed measurement model analysis of the importance of intrinsic and extrinsic work rewards across cultures.* Interactive poster to be presented at the 48th Meeting of the Academy of International Business, Beijing, China.

Ferreter, J.M., Scherbaum, C.A., & Kern, M.J. (2006, May). *Examining faking on personality inventories using unfolding IRT models.* Poster to be presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Scherbaum, C.A., & Fyman, J. (2006, May). *Influence of beliefs about team personality on team performance ratings.* Poster to be presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Scherbaum, C., Goldstein, H. & Hayrapetyan, L. (2006, May). *Examining the relationship between differential item functioning and item difficulty.* Poster to be presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Andreoli, N., & Scherbaum, C.A. (2005, August). *Perceived job relevance of the international personality item pool.* Poster presented at the annual conference of the American Psychological Association, Washington, D.C.

Brennan, A. & Scherbaum, C. A. (2005, June). *Item response theory: Applications and opportunities for I-O psychology.* Paper presented in F. Chiochio's (Chair), Is there a better way?: Examining a few different methods that can help generate new knowledge in I-O Psychology at the 66th conference of the Canadian Psychological Association, Montreal, Canada.

Cohen-Charash, Y., Scherbaum, C. A., Erez, M., & Bavli, K. (2005, May). *I am so happy for you: Firgun in organizations.* Paper presented at the annual meeting of the Role of Emotions in Organizational Life, Toronto, Canada.

Ferreter, J. M. & Scherbaum, C. A. (2005, August). *An examination of the measurement equivalence of importance ratings of intrinsic and extrinsic work rewards.* Poster presented at the annual meeting of the Academy of Management, Honolulu, HI.

Offenstein, J., Cohen-Charash, Y., & Scherbaum, C. A. (2005, August). *The effects of unfavorable outcomes and procedural justice on cognitive appraisals and emotions: An experimental study.* Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

Scherbaum C.A., Cohen-Charash, Y., & Kern, M. (2005, April). *Measuring general self-efficacy: A comparison of three measures using IRT.* Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Scherbaum, C.A., Yusko, K., Goldstein, H., & Kern, M. (2005, April). *Differential person functioning related to biodata item attributes.* Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Staw, B. M., Cohen-Charash, Y., & Scherbaum, C. A. (2005, June). *Emotions and the stock market*. Paper presented at the Affect and Emotions in Organizational Behavior Conference, Rotterdam, Holland.

Thomas, E., & Scherbaum, C. A. (2004, June). *The influence of implicit theories of personality on team performance ratings*. Poster presented at the 15th annual conference of the American Psychological Society, Chicago, IL.

Scherbaum, C. A. (2003, April). Panel discussant in J. B. Vancouver's (Chair) "*Computational modeling of dynamic organizational phenomenon*," roundtable session at the 18th annual conference of Society for Industrial and Organizational Psychology, Orlando, FL.

Scherbaum, C. A., Finlinson, S., & Vancouver, J. B. (2003, April). *Applying computational and multilevel modeling to Ackerman's skill acquisition model*. Poster presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Scherbaum, C. A., Scherbaum, K. L., & Popovich, P. M. (2003, June). *Development and validation of the attitudes toward employees with disabilities scale*. Poster presented at the 15th annual conference of the American Psychological Society, Atlanta, GA.

Scherbaum, K. L., Scherbaum, C. A., & Popovich, P. M. (2003, June). *Sex Differences in perceptions of same-sex and opposite-sex sexual harassment*. Poster presented at the 15th annual conference of the American Psychological Society, Atlanta, GA.

Popovich, P. M., Finlinson, S., Scherbaum, C. A., Wilson, S., Hoffer, K., & Sinozich, A. (2002, April). *Exploring factors related to energy conservation behaviors in organizations*. Poster presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Popovich, P. M., Finlinson, S., Scherbaum, C. A., Wilson, S., Hoffer, K., & Sinozich, A. (2002, August). *Organizational energy conservation: assessing knowledge, attitudes, social norms, and behaviors*. Poster presented at the annual conference of the American Psychological Association, Chicago, IL.

Scherbaum, C. A., & Vancouver, J. B. (2002, April). *Testing two explanations for goal-setting effects: A persistent question*. Poster presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Scherbaum, C. A., & Vancouver, J. B. (2002, April). *Testing a computational goal-discrepancy reducing model of discrepancy production*. In J. Vancouver (Chair), Goal perception discrepancy production: Current theoretical and practical issues. Symposium paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Scherbaum, C. A., Scherbaum, K. L., & Popovich, P.M. (2001, May). *The reasonableness of accommodations for disabled workers: Perceptions of accommodations among college students*. Poster presented at the 73rd Midwestern Psychological Association convention, Chicago, IL.

Scherbaum, C. A., Scherbaum, K. L., Tischner, E., & Popovich, P. M. (2001, April). *Predicting job-related expectancies of disabled employees from previous work experience*. Poster presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Larrimer, K. A., Scherbaum, C. A., & Popovich, P. M. (2000, June). *Attitudes towards the Americans with Disabilities Act and reasonable accommodation*. Poster presented at the 12th annual conference of the American Psychological Society, Miami, FL.

Popovich, P. M., Polinko, N., Larrimer, K. A., & Scherbaum, C. A. (2000, May). *The Americans with Disabilities Act and reasonable accommodation: Beliefs, affect, and behaviors*. Poster presented at the 72nd Midwestern Psychological Association convention, Chicago, IL.

Scherbaum, C. A., & Vancouver, J. B. (2000, June). *Discrepancy creation from discrepancy reduction: A working model*. Poster presented at the 12th annual conference of the American Psychological Society, Miami, FL.

Vancouver, J. B., Putka, D. J., & Scherbaum, C. A. (2000, August). *How control theory accounts for goal-setting: An empirical investigation*. Paper presented at the Annual Conference of the Academy of Management, Toronto, Canada.

Zollo, J. S., Scherbaum, C. A., & Vancouver, J. B. (1999, May). *Goal setting in perfect markets*. Poster presented at the 71st Midwestern Psychological Association convention, Chicago, IL.

Invited Presentations (28)

Goldstein, H., Yusko, K., Scherbaum, C., & Larson, E. (2021, February). *Assessing and Developing Talent: Lessons Learned from the NFL Project*. Invited talk at the Metropolitan New York Association for Applied Psychology.

Yusko, K., Goldstein, H., Scherbaum, C., & Larson, E. (2020, October). *Modern approaches to the assessment of cognitive ability*. Best Practices in Modernizing Assessments sponsored by the Office of Personnel Management and Office of Management and Budget.

Scherbaum, C., (2020, September). *Psychological Perspectives on Retaliation: Potential Causes and Solutions*. EEOC Technical Assistance Program Seminar – New York.

Scherbaum, C., Goldstein, H., & Yusko, K. (2019, October). *Using Psychological Assessments to Predict Player Performance in the NFL*. Society for Industrial and Organizational Psychology's Leading Edge Consortium, Atlanta.

Yusko, K., Goldstein, H., & Scherbaum, C. (2019, July). *Modern approaches to the assessment of cognitive abilities*. Presentation at the annual meeting of the International Personnel Assessment Council. Minneapolis, MN.

Yusko, K., Goldstein, H., & Scherbaum, C. (2019, June). *Moneyball Plus: Predicting Player Performance Using Psychological Assessments in Sports*. Presentation at the KPMG Sports Analytics World Series. Amsterdam.

Trindel, K. & Scherbaum, C. (2019, March). *Modern approaches to assessment for employment selection*. Featured Speaker Presentation at the annual meeting of the Association of Test Publishers. Orlando, FL.

Scherbaum, C. (2018, November). *Assessment Driven Managerial Development: Personalizing Micro Learning for Macro Results*. HRO Today Forum – EMEA. Amsterdam.

Scherbaum, C., (2018, June). *Psychological Perspectives on Retaliation: Potential Causes and Solutions*. EEOC Technical Assistance Program Seminar – New York.

Scherbaum, C. (2018, May). *Assessment Driven Managerial Development: Personalizing Micro Learning for Macro Results*. HRO Today Forum – North America. Washington, D.C.

Yusko, K., Goldstein, H., & Scherbaum, C. (2018, October). *Using Data Analytics to Identify & Hire Elite Performers in the Workplace—Lessons Learned from the NFL Combine*. Texata Summit. Austin, TX.

Yusko, K., Goldstein, H., & Scherbaum, C. (2018, March). *Moneyball Plus Predicting Player Performance Using Psychological Assessment: A Comparison Across the Major Sports*. MIT Sloan Sports Analytics Conference. Boston, MA.

Scherbaum, C. (2017, May). *Leveraging Analytics and Leadership Development to Drive Engagement Creation and Improve Business Performance*. HRO Today Forum – North America. Chicago, IL.

Scherbaum, C. (2017, November). *Celebrating Employees!: Best Practices in Recognition*. HRO Today Forum – EMEA. Dublin, Ireland.

Yusko, K., Scherbaum, C., & Goldstein, H. (2017, March). *NFL Player Assessment Test: Using Psychological Tests to Predict Player Performance in the NFL*. MIT Sloan Sports Analytics Conference. Boston, MA. https://youtu.be/40NV3_u9tYY

Scherbaum, C. (2016, March). *New Developments in Intelligence*. Invited talk at Wayne State University.

Scherbaum, C. (2016, April). *The New Frontier of Human Capital Analytics*. Enterprise Engagement Alliance Forum. Orlando, FL.

Scherbaum, C. (2016, November). *Leveraging Analytics and Leadership Development to Drive Engagement Creation and Improve Business Performance*. HRO Today Forum – EMEA. Edinburgh, Scotland.

Scherbaum, C. (2015, June). *Rethinking Intelligence: Conceptualization, Use, and Measurement*. Invited talk at the Metropolitan New York Association for Applied Psychology.

Scherbaum, C. (2015, May). *Expert Panel Discussion: Beyond the Basics – Creating Truly Healthy Office Environments*. Invited Panel Discussion at the 2015 WorkTech Conference, New York. <https://vimeo.com/channels/worktechtv/129122499>

Scherbaum, C. (2014, April). *Big Data and analytics: Unleashing the Potential of Enterprise Engagement*. Enterprise Engagement Alliance Forum. Memphis, TN.

Scherbaum, C.A. (2010, August). *Integrity testing as a strategy for reducing counter-productive work behaviors*. Invited talk to the Singapore Psychological Society, Singapore.

Scherbaum, C.A. (2009, November). *Synthetic validity: An introduction to useful, but unused approach to establishing validity evidence*. Invited talk at the Fall conference of Mid-Atlantic Personnel Assessment Consortium, Albany, NY.

Scherbaum, C.A. (2009, April). *What roles do employee honesty and integrity play within the human factor concept?* Invited talk at Risk Talk series of the Swiss Re Centre for Global Dialogue, Zurich.

Scherbaum, C.A. (2007, October). *Introduction to techniques for detecting faking on non-cognitive employment measures*. Invited talk at the Fall conference of Mid-Atlantic Personnel Assessment Consortium, Albany, NY.

Scherbaum, C.A. (2007, May). *Applications of item response theory to personnel assessment: Introduction and overview*. Invited talk at the spring conference of Mid-Atlantic Personnel Assessment Consortium, Harrisburg, PA.

Scherbaum, C.A. (2006, January). *Applications of item response theory to patient-reported data on health outcomes and behavior*. Invited talk at the National Development Research Institute, New York, NY.

Scherbaum, C.A. (2004, April). *Assessment and evaluation: Basic concepts and principles*. Presentation at the 7th annual Baruch College Teaching and Technology Conference, New York, NY.

Manuscripts, Chapters, and Books in Review & Preparation

Goldstein, H., Scherbaum, C., Larson, E., & Yusko, K. *Developing a Next Generation Entry-Level Police Test: Evolving Beyond the Traditional Assessment Approach*. In review for the special issue on police reform at Personnel Assessments and Decisions.

Goldstein, H., Scherbaum, C., Larson, E., & Yusko, K. *Reducing Black-White Racial Differences on Intelligence Tests in Personnel Selection*. In review for the special issue on the pandemic of racism at Journal of Business and Psychology.

Pineault, L., Alenick, P., Dickson, M., Scherbaum, C. Alber, M., Crenshaw, J. & Bellenger, B. *Too stressed to impress: An examination of race-based differences in the relationship between police candidate anxiety and interview performance*. In review for the special issue on police reform at Personnel Assessments and Decisions.

Scherbaum, C., Naidoo, L., & Saunderson, R. *The Impact of Manager Recognition Training on Performance: A Quasi-Experimental Field Study*. In review at the Leadership & Organization Development Journal.

Scherbaum, C., Kell, H., Goldstein, H., Wee, S., Lang, J., Bipp, T., Yusko, K., & Larson, E. Cognitive abilities and the modern world of work. Invited book by the International Testing Commission. Publisher – Cambridge Press. In preparation.

Scherbaum, C., Goldstein, H., Cheban, Y., Larson, E., & Yusko, K. Advances in cognitive ability assessment to mitigate group differences. Invited Chapter in T. Kantowitz, J. Scott, & D. Reynolds (Eds.), *Talent Assessment Innovations and Trends*. Oxford University Press.

Chou, V., Scherbaum, C., & Hanges, P. *A Neuroscience Method to Elucidate Sources of Score Differences on Ability Tests*. Manuscript in preparation.

Scherbaum, C.A., Pascall-Gonzales, R., Ferreter, J.M., Goldstein, H.W, & Yusko, K. *Examining Group Score Differences on Cognitive Ability Tests using Mixed-Measurement IRT Models*. Manuscript in preparation.

Kato, A. & Scherbaum, C. *Exploring the Relationship between Cognitive Ability Tilt and Job Performance*. Manuscript in preparation.

Kato, A., Scherbaum, C., Dickson, M., Crenshaw, J., Bellenger, B., Goldstein, H., & Yusko, K. *Examining Source Differences in Job Analysis Ratings of Cognitive and Non-Cognitive Worker Attributes*. Manuscript in preparation.

Larson, E., Chou, V., Lee, P., Scherbaum, C., Dickson, M., Aiken, J., Freed, S., & Goldstein, H. *Generalizability Theory Estimates of Interview Reliability*. Manuscript in preparation.

Scherbaum, C.A., Yusko, K., Goldstein, H., & Kern, M. *Differential responding to biodata items as a function of item attributes: The differential person functioning approach*. Manuscript in preparation.

Goldstein, H, Yusko, K., Scherbaum, C.A., & Larson, E. *Examining the predictive validity and adverse impact of modern cognitive abilities tests*. Manuscript in preparation.

Grant Funding

- The Influence of Implicit Theories about Team Personality Characteristics on Ratings of Team Performance. *PSC-CUNY 35*, 2004-2005, PI (\$4,480).
- Differential item functioning and item properties of standardized cognitive tests. *Eugene M. Lang Fellowship Program*, 2005-2006, PI (\$7,000).
- Detecting response distortion on non-cognitive predictors of job performance. *City University of New York Research Equipment Grants Program*, 2004, PI (\$5,450)
- Differential item functioning and item properties of standardized cognitive tests. *PSC-CUNY 36*, 2005-2006, PI (\$3,816).
- Differential item functioning and item properties of standardized cognitive tests (2005-2006). *Wonderlic, Inc.'s Research Donation Program*, PI (\$2,000)
- Examining the Effects of Stereotype Threat on Individual Test Taking Behaviors. *PSC-CUNY 37*, 2006-2007, PI (\$3,664)
- Basic and Applied Dimensions of Scientific Psychology: Research Experience for Undergraduates at Baruch College – *CUNY National Science Foundation*, PI, 2007-2010 (\$269,787)

- Examining the Impact of Explicit and Implicit Attitudes towards Female Managers. *PSC-CUNY 39*, 2008-2009, PI (\$3,285).
- Improving Graduate Business School Admissions: Supplementing the GMAT with Alternative Predictors. *MERInstitute of the Graduate Management Admissions Council*, PI, 2010-2011 (\$100,000).
- Basic and Applied Dimensions of Scientific Psychology: Research Experience for Undergraduates at Baruch College – *CUNY National Science Foundation*, co-PI, 2010-2013 (\$282,021)
- Neurocognitive measures of employee engagement. *PSC-CUNY 47*, 2015-2016, PI (\$3,500).
- Basic and Applied Dimensions of Scientific Psychology: Research Experience for Undergraduates at Baruch College – *CUNY National Science Foundation*, PI, 2019-2022 (\$335,000)

Awards

- 2021 M. Scott Myers Award for Applied Research in the Workplace from the Society for Industrial and Organizational Psychology. Project title: *Development and implementation of the National Football League Player Assessment Test*.
- 2021 Human Resource Management Impact Award from the Society for Human Resource Management and the Society for Industrial and Organizational Psychology. Project Title: Merck General Management Acceleration Program.
- 2018 Adverse Impact Reduction Research Initiative and Action (AIRRIA) Research Grant from the Society for Industrial and Organizational Psychology (Project title: *Using Neurocognitive Methods to Understand Sources of Adverse Impact on Cognitive Ability Tests*).
- 2017 Innovation in Assessment Award from the International Personnel Assessment Council (Project title: *Jefferson County and Siena Consulting Job Components Validity Study*).
- 2017 HRO Today Global Forum – HR Global Superstar.
- 2017 HRO Today – Tek Tonic Award.
- 2011 M. Scott Myers Award for Applied Research in the Workplace from the Society for Industrial and Organizational Psychology. Project title: *Development and Implementation of the Siena Reasoning Test*.
- 2011 Innovation Award from the International Personnel Assessment Council (Yusko, Goldstein, Scherbaum, and Hanges; Project title: *Siena Reasoning Test*).
- Mrs. Giles Whiting Foundation Fellowship, 2005 (\$2000 to support research activities)
- Honorable mention, the Organization Development Institute's 2002 Outstanding O.D. Project of the Year Worldwide. Project title: *Exploring Factors Related to Energy Conservation Behaviors in Organizations*
- Ohio University Doctoral Fellow, 2001-2003
- Ohio University College of Arts and Sciences Outstanding Graduate Student Teaching Award, 2001-2002

Academic Experience

August 2017-Present

Professor, Department of Psychology, *Baruch College, City University of New York*, New York, NY
Undergraduate courses: Introduction to Psychology, Industrial and Organizational Psychology, Advanced Personnel Psychology, Practicum in Lab and Research Methods

Master's Courses: Research Methodology in the Design of Psychological Research, Psychometric Methods, Quantitative Methods for Business Decisions

International Executive Master's Courses (Taiwan and Singapore):

Psychological Perspectives on International Human Resource Management, Quantitative Methods for Business Decisions

Ph.D. Courses: Advanced Psychometrics, Research Methods, Performance Management, Organizational Psychology

September 2007-
August 2017 Associate Professor, Department of Psychology, *Baruch College, City University of New York*, New York, NY

September 2003-
August 2007 Assistant Professor, Department of Psychology, *Baruch College, City University of New York*, New York, NY

Fall 2000-Spring 2003 Instructor, *Ohio University, Department of Psychology*, Athens, OH
Undergraduate courses: Statistics for the Behavioral Sciences, Introduction to Psychology, Survey of Industrial and Organizational Psychology

Fall 2002 Instructor, *Ohio University and Hong Kong Baptist University, School of Continuing Education*, Hong Kong
Undergraduate courses: Introduction to psychology, Survey of Industrial and Organizational Psychology

Consulting Experience

November 2008-Present Owner, *Cielo Management Consulting, LLC*, New York, NY
Cielo Management Consulting provides human resource management consulting services in the areas of selection and assessment, performance management, employment discrimination litigation support, human capital research, employee surveying, and statistical analysis. A sample of clients include:

Morgan Stanley	UNICEF
National Football League	Pennsylvania Power & Light
Hilton Worldwide	Chicago Public Schools
Rideau Recognition Solutions	NYC Department of Education
Bristol, Myers, Squibb	City of Dayton, OH
Merrill Lynch	Royal Bank of Canada
Accenture	The Medicine's Company
National Foreign Trade Council	Intuit
Glint/LinkedIn	Wendy's
Owens Corning	Jefferson County, AL
Prudential	Intel
Port of Seattle	Merrill Technologies
City of Stamford, CT	City of Akron, OH
United Nations	Engage2Excel

Expert witness consultation:

- 2005-2011 Ahroner v. Israel Discount Bank. No. 602192/03 (DNY).
Plaintiff. Issued report, conducted statistical analyses on performance appraisal systems and termination decisions, reviewed documents.
- 2007 NTEU and FDIC Arbitration, Case# 1276. Plaintiff. Plaintiff. Provided advice to NTEU.
- 2011-2012 United States, The Vulcan Society, et al. v. City of 2018-present New York and Uniformed Firefighters Association of Greater New York. 07-CV-2067 (NGG) (RLM)
Plaintiff. Provided advice to the Vulcan Society on new selection tests and validation studies.
- 2009-2015 Morgan Stanley Smith Barney Consolidated Agreement (Formerly Amochaev v. Citigroup Global Markets-Smith Barney and Augst-Johnson v. Morgan Stanley). Case No. 1:06-cv-01142 (RWR) and Case No. C-05-1298 PJH (N.D. Cal).
Neutral for both parties. Provided advice to Smith Barney and Morgan Stanley, reviewed change initiatives, conducted statistical analyses on selection tests.
- 2009-2015 Jaffe v. Morgan Stanley Smith Barney (Formerly Jaffe v. Morgan Stanley). Case No. C-06-3903 (THE).
Neutral for both parties. Provided advice to Smith Barney and Morgan Stanley, reviewed change initiatives, conducted statistical analyses on selection tests.
- 2013 Emmer v. Trustees of Columbia University. No. 151510/2013 (DNY)
Plaintiff. Issued report.
- 2012-2019 United States v. City of Dayton, Civil Action No. 3:08-cv-348 (TMR)
Defendant. Provided advice to the City of Dayton, conducted test development, conducted validation studies, and conducted adverse impact analyses.
- 2014-2016 Calibuso v. Bank of America, et al, Case No: 2:10-CV-01413(PKC)(AKT).
Defendant. Conduct a study of financial advisor teaming within U.S. Wealth Management for the purpose of generating recommendations to facilitate improved teaming arrangements for women financial advisors.
- 2018 United States v. Buffalo, et al, W.D.N.Y. 74-CV-195C
Plaintiff, Lawyers Committee for Civil Rights. Providing advice to the Lawyers Committee on test development, validation, and method of use.
- 2019-2020 United States v. Rhode Island Department of Corrections, Civil Action No.: 1:14-cv-78(S).
Plaintiff. Providing advice to the United States Department of Justice on test development and validation. Reviewing defendant's tests, validation, and adverse impact results as part of a consent decree settlement.

- 2019-Present Simpson et al. v. Cook County Sheriff Department, Case No. 18 C 553
Plaintiff. Conducted adverse impact analyses, reviewed defendant's selection systems. Issued reports and provided deposition testimony.
- 2019-Present Richardson et al. v. City of New York. 17-CV-9447 (JPO).
Plaintiff. Conducted adverse impact analyses on compensation, hiring, and promotions systems for FDNY civilian jobs. Issued reports and provided deposition testimony.
- 2019-Present Chalmers, et al. v. City of New York. Case No. 1:20-cv-03389-AT
Plaintiff. Conducting adverse impact analyses on compensation.
- 2020-Present United States et al. v. Consolidated City of Jacksonville, Jacksonville Association of Fire Fighters, Local 122, IAFF, Case No. 3:12-cv-451-J-32MCR.
Plaintiff. Provided advice to the United States Department of Justice on test development and validation. Reviewing defendant's tests, validation, and adverse impact results as part of a consent decree settlement.
- 2020-Present United States v. Baltimore County, Maryland, Civil Action No. 1:19-cv-02465.
Plaintiff. Provided advice to the United States Department of Justice on test development and validation. Reviewing defendant's tests, validation, and adverse impact results as part of a consent decree settlement.
- 2020-Present EEOC v. Schuster, Co., Civil Action No: 5:19-cv-4063
Plaintiff. Provided advice to the EEOC on test development and validation. Issued report and provided deposition testimony.
- 2020-Present EEOC v. Stan Koch & Sons Trucking, Civil Action No: 0:19-cv-02148
Plaintiff. Provided advice to the EEOC on test development and validation. Issued report and provided deposition testimony.
- 2020-Present Harriott et al. v. Washington Metropolitan Area Transit Authority, Civil Action No. 19-cv-01656-TJK (D.C.)
Plaintiff. Conducted adverse impact analyses on termination decisions. Issued report and provided deposition testimony.
- 2021-Present United States v. City of Cleveland Fire Department
Plaintiff. Advising the United States Department of Justice on their investigation of the entry-level and promotional selection procedures.
- 2021-Present United States v. City of Durham Department
Plaintiff. Advising the United States Department of Justice on their investigation of the entry-level selection procedures.
- 2021-Present United States v. City of Fayetteville Fire Department
Plaintiff. Advising the United States Department of Justice on their investigation of the entry-level selection procedures.

2021-Present United States v. Charles County, MD Sheriff's Office
Plaintiff. Advising the United States Department of Justice on their investigation of the entry-level selection procedures.

Expert Advisory Panels:

2013-2015 United States Department of Labor. Evaluating the Accessibility of American Job Centers for People with Disabilities.

Other Consulting Positions:

August 2007-December 2015 Research and Analytics Advisor, *Critical Metrics*, New York, NY
Design and execute custom research and analytics for employee and customer research.

August 2007-January 2014 Research and Analytics Advisor, *Fisher Rock Consulting*, New York, NY
Developed and managed research projects examining the operations of global mobility programs, human capital models, employee engagement, test validity, and performance management systems.

March 2006-January 2008 Consultant, *Sirota Survey Intelligence*, New York, NY
Conducted statistical analyses and project management of studies examining the relationships between human resource activities and financial and market performance of organizations.

January 2005-August 2005 Consultant, *Kognito Solutions*, New York, NY
Designed and conducted a program evaluation of computer-based financial literacy tutorials, conducted review of current and existing products, advised on the design of program assessments.

May 2001-August 2001 Consultant, *Ohio University and Vestar, Inc.*, Athens, OH
Conducted focus groups, developed a survey-based intervention for Ohio University's energy conservation campaign, and conducted the follow-up evaluation of the intervention.

Work Experience

June 1998-August 1998 Lead Personnel Records Technician, *Washington Mutual, HR Operations Department*, Seattle, WA
Supervised six employees in the processing of new employees into the payroll system. Resolved problems and discrepancies for managers, recruiters, and new employees. Verified and audited records, and regulated workflow. Trained employees to use PeopleSoft and Excel.

January 1998-May 1998 Employment Assistant, *Washington Mutual, Employment Department*, Seattle, WA
Assisted recruiters and managers with staffing and recruitment policies and procedures. Audited job files for compliance with

OFCCP and EEOC regulations. Maintained national staffing reports, opened and closed staffing requisitions, and trained new employees. Received advanced training in Excel and PeopleSoft.

August 1997–January 1998 Human Resource Intern, *Prudential Preferred Financial Services*, Seattle, WA
Assisted with the recruitment of new agents, conducted individual and group interviews, administered selection tests, and conducted employee surveys.

Professional Activities

2020-Present	Awards Committee, SIOP Anti-Racism Grant and Zedeck-Jacobs Adverse Impact Research Grant
2019-Present	Secretary, Northeastern Chapter of the International Personnel Assessment Council.
2016-Present	Head of the Ph.D. program in Industrial and Organizational Psychology, City University of New York.
2018-Present	Program committee for the Talent Analytics Conference, Society for Industrial and Organizational Psychology
2012-2015	Chair of the Institutional Review Committee, Society for Industrial and Organizational Psychology
2010-2011	President of the Metropolitan New York Association for Applied Psychology
2009-2010	Vice-president of the Metropolitan New York Association for Applied Psychology
2008-2009	Treasurer of the Metropolitan New York Association for Applied Psychology
2007-2008	Secretary of the Metropolitan New York Association for Applied Psychology
2009-Present	Editorial board for the <i>Journal of Business and Psychology</i>
2012-Present	Editorial board for the <i>Journal of Applied Psychology</i>
2017-Present	Editorial board for the <i>Organizational Research Methods</i>
2017-Present	Editorial board for <i>Industrial and Organizational Psychology</i>
2018-Present	Editorial board for <i>International Journal of Selection and Assessment</i>
2019-Present	Editorial board for <i>Personnel Assessment and Decisions</i>

Professional Memberships

- Members of the International Personnel Assessment Council
- Members of the International Testing Commission
- Member of the American Psychological Association
- Member of the Society for Industrial and Organizational Psychology
- Member of the Academy of Management
- Member of the Metropolitan New York Association for Applied Psychology
- National member of Psi Chi

Media Interviews and Media Coverage

- TLNT (6/5/14): “Technology Insights: How Big Data Can Help HR Drive Recognition” <http://www.tlnt.com/2014/06/03/technology-insights-how-big-data-can-help-hr-drive-recognition/>
- BusinessWeek Online Interactive Case Study: “Maintaining Employee Engagement” <http://www.businessweek.com/stories/2009-01-16/the-issue-maintaining-employee-engagementbusinessweek-business-news-stock-market-and-financial-advice>
- The Investment Professional: “Hive Mind: Organizational Psychology and the Origins of the Financial Crisis” http://www.theinvestmentprofessional.com/vol_2_no_2/hive-mind.html. May 2010

Government and Legal Coverage of Research

- My research on the impact of stereotype threat was referenced in the Brief of the American Association for Affirmative Action as Amicus Curiae to the U.S. Supreme Court in support of the respondent in Fisher v. University of Texas, Austin.
- The outcomes of the Baruch College NSF-REU program were referenced in the statements of Dr. Myron P. Gutmann, Assistant Director, Social, Behavioral, and Economic Sciences at the National Science Foundation to the Committee on Science, Space, and Technology Subcommittee on Research and Science Education, United States House of Representatives on June 2, 2011.