

David R. Earnest
Curriculum Vitae

Psychology Department
Towson University
8000 York Road
Towson, MD 21252-0001

Work Phone: 410-704-3076
E-mail: dearnest@towson.edu

EDUCATION

- | | | |
|-------|-------------|--|
| Ph.D. | August 2010 | The University of Memphis
Experimental Psychology
Concentration: Industrial Organizational Psychology
Dissertation Director: Ron Landis
Dissertation Title: Recruiting Employees to Work in Teams: The Impact of Perceptions, KSAs, and Recruitment Source on Pre-hire Recruitment Variables |
| M.S. | May 2007 | The University of Memphis
General Psychology
Concentration: Industrial Organizational Psychology
Thesis Director: William Dwyer
Thesis Title: Development of a Web-based Stress Coping Website for Reducing Attrition in the Navy |
| B.S. | May 2003 | The University of Tennessee at Martin
Psychology, Minor: Business Administration |

EMPLOYMENT

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|-------------------------|---|
| August 2010 – Present | Assistant Professor, Psychology Department
Towson University, Towson, MD |
| June 2007 – August 2010 | Graduate Research Assistant, Department of Psychology
The University of Memphis, Memphis, TN |
| August 2004 – May 2007 | Graduate Research Assistant,
Sparks Bureau of Business and Economic Research
The University of Memphis, Memphis, TN |
| May 2002 – June 2004 | Undergraduate Laboratory Assistant, Department of Psychology
The University of Tennessee at Martin, Martin, TN |

TEACHING EXPERIENCE

Professor	Behavioral Statistics – Undergraduate (Traditional and Hybrid) Human Factors and Ergonomics – Undergraduate Industrial and Organizational Psychology – Undergraduate Introduction to Psychology – Undergraduate (Hybrid) Organizational Behavior – Graduate Study Abroad: Culture and Psychology (Buenos Aires, Argentina)
Instructor	Industrial and Organizational Psychology – Undergraduate Introduction to Psychology – Undergraduate Psychological Statistics – Undergraduate
Teaching Assistant	Advanced Statistics – Graduate Research Methods – Graduate and Undergraduate

MANUSCRIPTS

- Earnest, D. R.** (In Press). Realistic Job Previews. In D. Guest, & D. Needle (Eds.), *Wiley Encyclopedia of Management: Human Resource Management*. (3rd ed., Vol. 5).
- Keim, A. C., Landis, R. S., Pierce, C. A., & **Earnest, D. R.** (2014). Why do employees worry about their jobs? A meta-analytic review of predictors of job insecurity. *Journal of Occupational Health Psychology, 19*(3), 269-290.
- Earnest, D. R.**, & Landis, R. S. (2014). The importance of applicant perceptions when recruiting employees to teams. *International Journal of Business and Social Sciences, 5*(2), 81-91.
- Landis, R. S., **Earnest, D. R.**, & Allen, D. G. (2013). Realistic Job Previews: Past, Present, and Future. In K. Y. T. Yu, & D. Cable (Eds.), *The Oxford Handbook of Recruitment* (pp. 423-436). New York: Oxford University Press.
- Earnest, D. R.**, Allen, D. G., & Landis, R. S. (2011). Mechanisms linking realistic job previews with turnover: A meta-analytic path analysis. *Personnel Psychology, 64*, 865-897.
- Earnest, D. R.**, & Dwyer, W. O. (2010). In their own words: An online strategy for increasing stress-coping skills among college freshmen. *College Student Journal, 44*(4), 888-900.

MANUSCRIPTS UNDER REVIEW

- Earnest, D. R.**, & Sanders, A. M. *Corporate Message: The effect of type and quantity of corporate social performance information on recruitment outcomes*. Manuscript under review.
- Rosenbusch, K., Cerny, L., & **Earnest, D. R.** *The impact of stressors during international assignments*. Manuscript under review.
- Earnest, D. R.**, Rosenbusch, K., Wallace, D., & Keim, A. C. *High Impact Practices in Psychology*. Manuscript in preparation.

MANUSCRIPTS IN PREPARATION

Weiss, M., & **Earnest, D. R.** *Minority Influence in Group Decision Making: The effects of defections from the majority and the level of perceived experience of the minority member.* Manuscript in preparation.

Rosenbusch, K., **Earnest, D. R.**, & Wallace, D. *Cultural Experiences and Performance: The benefit of student study abroad experiences.* Manuscript in preparation.

Earnest, D. R. *Realistic Recruitment: A Guide for Realistic Job Preview Implementation.* Manuscript in preparation.

PRESENTATIONS

* Denotes Lab Supervisor/Advisor

Towson University

*Crowe, P., & **Earnest, D. R.** (October, 2013). *The Effects of Synthetic Vision Displays on effectiveness of Combat Infantrymen.* Poster presented at the 9th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

*Shah, C., & **Earnest, D. R.** (October, 2013). *Working in the Wrong Space: The effect of ergonomic risk factors on student satisfaction and performance.* Poster presented at the 9th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

*Rea, J., **Earnest, D. R.**, & O'Grady, C. (October, 2013). *In their Own Words: The impact of real stories and people on stress reduction.* Poster presented at the 9th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

Earnest, D. R., & Sanders, A. M. (August 2013). *The Effects of Corporate Social Performance on Recruitment Outcomes.* Poster presented at the 2013 American Psychological Association Convention, Honolulu, HI.

*Crowe, P., **Earnest, D. R.**, & Sikorski, M. (May 2013). *Social Media in the Workplace.* Poster presented at the Association of Psychological Science 25th Annual Convention, Washington, DC.

*Weiss, M. C., & **Earnest, D. R.** (May 2013). *Defections from the Majority Effects Group Decision Making.* Poster presented at the Association of Psychological Science 25th Annual Convention, Washington, DC.

*Delaney, S., & **Earnest, D. R.** (October 2012). *The Effect of Personality and Manager-Employee Relationships on Organizational Citizenship Behaviors.* Poster presented at the 8th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

*Spivak, M., & **Earnest, D. R.**, & Shah, C. (October 2012). *The Supervisor Subordinate Relationship: The effects of supervisor comments on subordinate performance.* Poster presented at the 8th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

*Sikorski, M., & **Earnest, D. R.** (October 2011). *Social Media in the Workplace: Employee perceptions and organizational policies.* Poster presented at the 7th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

*Weiss, M., & **Earnest, D. R.** (October 2011). *Minority Influence in Group Decision Making:*

The effects of defections from the majority and the level of perceived experience of the minority member. Poster presented at the 7th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

Landis, R. S., Burlison, J. D., & **Earnest, D. R.** (August, 2011). *Allocating Individuals to Teams from a Fixed Pool.* Poster presented at the 2011 American Psychological Association Convention, Washington, DC.

Earnest, D. R., & Landis, R. S. (April, 2011). *Online Recruitment Sources: The effect of online recruitment sources on applicant reactions to individual and team positions.* Symposium presented at the 26th Annual Society of Industrial and Organizational Psychology, Chicago, IL.

The University of Memphis

Earnest, D. R., Allen, D. G., & Landis, R. S. (April, 2010). *An Evaluation of Realistic Job Previews and Mechanisms of Turnover.* Poster presented at the 25th Annual Society of Industrial and Organizational Psychology, Atlanta, GA.

Burlison, J. D., & **Earnest, D. R.** (October, 2009). *Leaving it at Work: The Effect of Psychological Detachment on a Working Student Population.* Poster presented at the 5th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

*Drescher, A. J., & **Earnest, D. R.** (October, 2009). *The Effects of Competition on Training: An exploration of the Interaction Between a Competitive Workplace Atmosphere, Trait Competitiveness, and Training Effectiveness.* Poster presented at the 5th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

Earnest, D. R. (October, 2009). *Recruiting Teams: An Investigation into the Recruitment of Effective Team Members.* Poster presented at the 5th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

*Houston, L., & **Earnest, D. R.** (October, 2009). *Distributive Justice: Social Comparisons and their Effects on Turnover Rates.* Poster presented at the 5th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

Petschonek, S. L., & **Earnest, D. R.** (October, 2009). *The Role of Cognitive Ability as a Predictor of Team Processes in Effective Teams.* Poster presented at the 5th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

Earnest, D. R., & Landis, R. S. (August, 2009). *Understanding Realistic Job Previews: A meta-analytic review of realistic job previews.* Poster presented at the 2009 American Psychological Association Convention. Toronto, ON, CA.

Burlison, J. D., **Earnest, D. R.**, Drescher, A. (November, 2008). *Personality Examined as a Moderator of Perceived Job-Stress and the Quality and Frequency of Job-Stress Recovery/Coping Practices.* Poster presented at the 4th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

Petschonek, S., Fertitta, A. M., **Earnest, D. R.**, Keim, C., & Murphy, C. (November, 2008). *Refining Workplace Assessments: Building a Comprehensive Environmental Assessment Tool.* Poster presented at the 4th Annual River Cities I-O Psychology Conference, Chattanooga, TN.

- Earnest, D. R.**, Murphy, C. S., & Landis, R. (July, 2008). *Individual contributions to team performance: Do levels of agreeableness affect overall team performance and perceptions?* Poster presented at the 2008 Midwest Applied Psychology Conference. Carbondale, IL.
- Kreager, L., Pierce, J., **Earnest, D. R.**, & Murphy, C. (July, 2008). *Effectiveness of an "In Their Own Words" realistic job preview on task retention.* Poster presented at the Midwest Applied Psychology Conference, Carbondale, IL.
- Pierce, J. & **Earnest, D. R.** (July, 2008). *Emotion regulation at work: How long will I feel this way?* Paper presented at 2008 Midwest Applied Psychology Conference Symposium. Carbondale, IL.
- Earnest, D. R.** & Dwyer, W. (March, 2008). *The Development of an "In Their Own Words" Realistic Job Preview.* Poster presented at the 2008 Industrial Organizational and Organizational Behavior Conference. Denver, CO.
- Earnest, D. R.**, & Murphy, C. S., Burlison, J., Pierce, J., & Dawkins, S. (March, 2008). *Training with new technology: Do emotional states differ between observed and self-report behaviors?* Symposium presented at the 2008 Industrial Organizational and Organizational Behavior Conference. Denver, CO.
- Murphy, C. S., Vogl, R., **Earnest, D. R.** (March, 2008). *Leadership and virtual environment.* Poster presented at the 2008 Industrial Organizational and Organizational Behavior Conference. Denver, CO.
- Murphy, C.S., Vogl, R. J., **Earnest, D. R.**, Bordwell, A., Kronenwetter, V. (March, 2008). *Gender Differences in Leadership in Computer-Mediated and Face-to-Face Teams.* Poster presented at the 2008 Annual Southeastern Psychological Association Conference. Charlotte, NC.
- Earnest, D. R.** & Murphy, C. S. (November, 2007). *Interacting with the virtual world: How input devices affect the user experience.* Poster presented at the 2007 Annual Conference of the Tennessee Psychological Association. Nashville, TN.
- Petschonek, S., Fertitta, A. M., Keim, C., **Earnest, D. R.**, & Murphy, C. S. (November, 2007). *A process approach to workplace assessment in a complex environment: Challenges of mapping an architecture studio.* Poster presented at the 2007 Annual Conference of the Tennessee Psychological Association. Nashville, TN.

TECHNICAL REPORTS

- Grehan, L., Harrison, H.D., Jackson, R., **Earnest, D. R.**, Pierce, J., & Rucker, T. (2007) *State Structural Survey Summary (2007)*. Technical report prepared for: Tennessee Department of Labor and Workforce Development.
- Harrison, H., Grehan, A. L., **Earnest, D. R.**, & Wallace, J. (December, 2006). *Economic Impact of Secondary and Post-Secondary Career and Technical Education in Tennessee.* Submitted to the Tennessee Department of Education, Division of Career and Technical Education and the Tennessee Department of Workforce Development and Labor.
- Harrison, H., & Earnest, D. R. (December, 2006). *Economic Impact of Delta Rural Health Initiatives in West Tennessee.* Submitted to the Tennessee Department of Health.

Harrison, H., & **Earnest, D. R.** (November, 2006). *The Systematic Impact of Career and Technical Education in Tennessee: Current Evidence on student Participation, Engagement, and Outcomes*. Submitted to the Tennessee Department of Education, Division of Career and Technical Education.

Harrison, H., & **Earnest, D. R.** (May, 2006). *References Self-Study Comparative Analysis Models (Health Interventions)*. Submitted to the Tennessee Department of Health.

Harrison, H., & **Earnest, D. R.** (February, 2006). *Delta Rural Health Initiative Project Service Impact Evaluation Model*. Submitted to the Tennessee Department of Health.

Harrison, H., & **Earnest, D. R.**, & Grehan, L. (February, 2006). *Evaluation Summary: Workforce Connections Case Management Training, Career Development Facilitator*. Submitted to the Tennessee Department of Labor and Workforce Development.

CURRENT RESEARCH

Recruitment

- Investigations into the mechanisms by which realistic job previews influence turnover, recruitment outcomes, and applicant perceptions
- The effects of online recruitment sources on applicant perceptions and intentions towards individual and team positions
- Applicant attitudes and perceptions towards recruitment source information

Teams

- The impact of electronic communication on team member performance in face-to-face and virtual team settings

Human Factors and Ergonomics

- The effect of ergonomic risks on academic performance and satisfaction

Teaching of Psychology

- Teaching psychology through experiential learning (study abroad experiences)

MASTERS THESES

Current Master's Thesis Students

- Elizabeth Cronin. *The Effect of Cultural Competencies on Future Job Performance: Exploring moderation of cross-cultural experience*. (Chair)
- Arielle Montague. *Self-Monitoring and the Ego Depletion Effect in Job Interviews* (Member)
- Catherine Petrick. *Sensation Seeking and Workplace Motivation among College Student Workers*. (Member)

HONORS THESES

Current Honors Thesis Student

- Megan Graffam. *Organizations as Citizens: The role of corporate social performance on commitment, recruitment, and prestige*.

Past Honors Thesis Students

Peter Crowe. (2014). *The Effects of Synthetic Vision Displays on Combat Infantrymen*. (Unpublished honors thesis).

Ryan Muffi. (2014). *The Role of Work Characteristics and Personality in Emotional Labor*. (Unpublished honors thesis).

Claire Shah. (2014). *The Effect of Ergonomic Risks on Academic Performance and Satisfaction*. (Unpublished honors thesis).

Delaney, S. (2013). *The Effect of Personality and Manager-Employee Relationship on Organizational Citizenship Behaviors*. (Unpublished honors thesis).

Weiss, M. (2012). *Minority Influence in Group Decision Making: The effects of defections from the majority and the level of perceived experience of the minority member*. (Unpublished honors thesis).

AWARDS AND HONORS

Distinguished Departmental Faculty Award – Towson University, 2012-2013

Experimental Program Director's Award – The University of Memphis, 2007-2008

eTools Prize Winner (1st Place) – 2nd Ergonomics Design Competition for Student Teams

- Team: Feels Good Ergonomics, University of Memphis, 2008

Outstanding Psychology Student – The University of Tennessee at Martin, 2003

Psi Chi Service Award – The University of Tennessee at Martin, 2003

PROFESSIONAL AFFILIATIONS

American Psychological Association

Psi Chi – International Honors society in Psychology

The Society of Industrial Organizational Psychology

PROFESSIONAL SERVICE

Towson University

Faculty Search Committees (Fall 2010, 2011, & 2013)

- Member of 3 HRD faculty search committees
- Reviewed applicant materials, typically between 30 and 50 applications per search
- Participated in applicant phone interviews and campus visits
- Worked with committee to make phone interview, campus visits, and job offer decisions.

Get Psyched about Your Future! (Spring 2011 - Present).

- Organize and coordinate event times, speakers, and advertisements
- Panel member representing the area of Industrial and Organizational Psychology at undergraduate session
- Facilitator of undergraduate and graduate program discussion sessions

Adjunct Faculty Teaching Evaluations (Fall 2011 - Present)

- Evaluate adjunct faculty teaching through classroom observation
- Draft evaluation report, discuss assessment with faculty, and submit report to department
- Conducted 8 adjunct faculty evaluations to date

Psi Chi / Psychology Club (Spring 2012 – Present)

- Faculty Advisor for the International Honor Society in Psychology (Psi Chi) and Psychology Club for the Towson University Chapter.
- Attend weekly executive council and chapter meetings
- Advise the chapter on financial, recruitment, academic and professional areas
- Represent Psi Chi on the Psychology Department Awards Committee

Psychology Department Awards Committee (Spring 2012 – Present)

- One of four committee members responsible for determining recipients of departmental awards
- Member responsible for organizing and facilitating the awards ceremony

University Assessment Committee (Fall 2012)

- Alternate for the Psychology department representative during the Fall 2012 semester
- Attend meetings and participate in committee business and decisions making

College of Liberal Arts Election Committee (Fall 2012 – Present)

- One of three committee member responsible for planning, organizing, and conducting college elections
- Responsible for updating CLA elected departmental positions and communicating with CLA department chairs regarding position vacancies

Psychology Department Merit Committee (Fall 2013 - Present)

- Review faculty binders for 33 tenure-track faculty and 2 instructors
- Work with other committee members to determine faculty merit increases

Applied Ergonomics Student Design Competition – Applied Ergonomics Conferences and Expo

- *Faculty Advisor* – Ergo-Get It and To Be, Ergo Not to Be (2 teams, Fall 2013) – Honorable Mention (Both teams)
- *Faculty Advisor* – Keep Calm and Ergo On (Fall 2012) - Honorable Mention
- Responsible for preparing students academically and professionally to compete in the competition and ensure team adherence to competition rules

Society of Industrial and Organizational Psychology (SIOP)

- Reviewer for the 28th Annual Society of Industrial and Organizational Psychology Conference. Honolulu, HI. (2014)
- Reviewer for the 28th Annual Society of Industrial and Organizational Psychology Conference. Houston, TX. (2013)
- Reviewer for the 27th Annual Society of Industrial and Organizational Psychology Conference. San Diego, CA. (2012)
- Reviewer for the 26th Annual Society of Industrial and Organizational Psychology Conference. Chicago, IL. (2011)

- Consortium Attendee - 22nd Annual Lee Hake! Industrial-Organizational Psychology Doctoral Consortium. New York, NY. (2007)

The University of Memphis

Graduate Student Coordinating Committee (GSCC) – Treasurer (2009-2010)

- Manage department allocated money designated to graduate student travel
- Review applications for travel funding and determine award amounts
- Serve on subcommittees and represent graduate students at faculty meetings

Memphis Industrial and Organizational Psychology (MIOP) – (Spring 2010)

- Invited speaker at the Spring 2010 MIOP meeting
- Reviewed realistic job preview literature and updates based on recent work

Industrial and Organizational Psychology Program – (2008-2010)

- Mentorship Committee – Mentor to 3 junior graduate students
- Human Factors Research Team – Conducted Human Factors and Ergonomics research/applied projects

Conference Reviewer

- Reviewer for the 2008 Industrial Organizational and Organizational Behavior Conference. Denver, CO.
- Reviewer for the 2008 Midwest Applied Psychology Conference. Carbondale, IL.

Psychology INSPIRE Internship Program (Summer 2008)

- Graduate Student Mentor

Mid-South Psychology Conference – (2007)

- Panel Member - *Everything You Want to Know about the Field of Industrial and Organizational (I/O) Psychology*

Psi Chi – The University of Memphis Chapter (2007)

- Panel Member - *Preparing for Graduate School Panel Discussion*

PROFESSIONAL AND APPLIED EXPERIENCE

I/O Psychology Projects

Kennedy Krieger Institute – Development and Implementation of Recruitment programs and Realistic Job Previews for Clinical Assistants.

Consultant and Project Lead

Conduct job analysis, Design appropriate recruitment interventions including realistic job previews, Test and implement interventions, Evaluate intervention success, Manage undergraduate research assistants

United States Navy – Team Composition and Performance: Investigation into how differences in individual personalities influence team performance in dynamic, decision-making environments. Predict21, PIECES, Naval Personnel, Research, Studies, and Technology (NPRST, United States Navy) & UMCORE (University of Memphis Center for Organizational Research and Effectiveness)

UMCORE Student affiliate & Researcher – Student Project Leader

Participate in study proposal and development of methodology, Implementation of experimental protocols, Management of graduate and undergraduate researchers, Prepare materials and data for senior faculty researcher, Participate in the creation of final report

United States Navy - Development of a Stress Coping and Adaptability Website to Reduce Attrition Grant: The Role of Low Self-Confidence and Low Stress coping Adaptability in first Term Sailors, Attrition from Recruit Training: A Conceptualization of the Problem and Pilot Intervention
Naval Personnel, Research, Studies, and Technology (NPRST, United States Navy) & The University of Memphis

Researcher

Gather previous literature, Conduct interviews, Develop Realistic Job Preview materials and website, Collaborate with client contacts to develop reports and prototypes

The University of Memphis – Development of a Realistic Job Preview for Undergraduate Retention and Recruitment.

Project Manager and Researcher

Conduct interviews, Manage undergraduate researchers, Develop prototype RJP website

Collierville Police Department - Development of a Web-based Training Program.
Collierville Police Department & The University of Memphis

Project Manager and Researcher

Conduct interviews, Develop and incorporate E-learning and training materials into website, Gather and combine materials from researchers for final prototype

Tennessee Department of Education - Systemic Impact of Secondary Career and Technical Education in Tennessee. Tennessee Department of Education/Division of Career and Technical Education, Tennessee Department of Labor/Workforce Development, & Sparks Bureau of Business and Economic Research

Program Evaluator and Researcher/Consultant

Evaluate program performance, Preparation of report materials for presentation

Tennessee Department of Labor - Workforce Investment Technical Assistance Project
Tennessee Department of Labor/Workforce Development & Sparks Bureau of Business and Economic Research

Researcher/Consultant

Development of a Structural Change Survey, Implementation of Structural Change Survey, Facilitate analysis and reporting results for client

Tennessee Council on Career and Technical Education / Tennessee Department of Labor/Workforce Development - The Economic Impact of Career and Technical Education in Tennessee. Tennessee Council on Career and Technical Education / Tennessee Department of Labor/Workforce & Sparks Bureau of Business and Economic Research

Researcher/Consultant

Conduct literature review, Collaborate with staff to create report and manuscript

Tennessee Department of Labor/Workforce Development - Workforce Investment Technical Assistance. Tennessee Department of Labor/Workforce Development & Sparks Bureau of Business and Economic Research

Researcher/Consultant

Gather information from previous literature, Aid in the development of Career facilitator training, Facilitate staff in the creation of reports

Delta Rural Health Initiative - Evaluation of Delta Rural Health Initiatives. Tennessee Department of Health & Sparks Bureau of Business and Economic Research

Program Evaluator and Researcher/Consultant

Gather information previous literature, Develop evaluation measures and tools, Evaluate programs with developed measures and tools, Collaborate with staff on reports and manuscripts

Human Factors and Ergonomics Projects

Applied Ergonomics Student Design Competition – Applied Ergonomics Conferences and Expo

Team member – Feels Good Ergonomics

Conduct Ergonomics assessment, Develop ergonomic solutions, Present recommendations and designs to competition judges

* 2008 ErgoPrize Winners – 1st Place

Architecture Department, The University of Memphis –Assessment of the Architecture department.

Human Factors & Ergonomics Consultant

Assess individual and department workspaces, Develop Human Factors and Ergonomics assessment tool, Provide recommendations to clients

REFERENCES

References available upon request.