

**Adam W. Meade**  
Professor  
North Carolina State University

Curriculum Vita  
Current as of 5-Feb-14

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## EDUCATION

- 2001 Ph.D. - University of Georgia  
Concentration: Psychometrics, Industrial/Organizational Psychology
- 1998 M.S. - University of Georgia  
Concentration: Industrial/Organizational Psychology
- 1996 B.A. - University of Virginia  
Concentration: Psychology
- 1995 National University of Ireland, Galway (Spring Semester)

## PEER REVIEWED JOURNAL PUBLICATIONS

1. DuVernet, A. M., Wright, N. A., **Meade, A. W.**, Coughlin, C., & Kantrowitz, T. (In Press). General mental ability as a source of differential functioning in personality scales. *Organizational Research Methods*.
2. Gregory, C. K., **Meade, A. W.**, & Thompson, L. F. (In press). Understanding internet recruitment via signaling theory and the elaboration likelihood model. *Computers in Human Behavior*.
3. Scherbaum, C., & **Meade, A. W.** (In press). New directions for measurement in management research. *International Journal of Management Reviews*.
4. Stoughton, J. W., Thompson, L. F., **Meade, A. W.** (In press). Examining applicant reactions to the use of social networking websites in pre-employment screening. *Journal of Business and Psychology*.
5. Wright, N. A., **Meade, A. W.**, & Gutierrez, S. L. (In press). Using invariance to examine cheating in unproctored ability tests. *International Journal of Selection and Assessment*.

6. Byrum, B., Hoffman, B. J., **Meade, A. W.**, & Gentry, W. (2013). Reconsidering the equivalence of multisource performance ratings: Evidence for the importance and meaning of rater method factors. *Journal of Business and Psychology*, 28, 203-219.
7. Lobene, E. V., & **Meade, A. W.**, (2013). The effects of career calling and perceived overqualification on work outcomes. *Journal of Career Development*, 40, 508-530.
8. Stoughton, J. W., Thompson, L. F., & **Meade, A. W.** (2013). Big five personality traits reflected in job applicants' social media postings. *Cyberpsychology, Behavior, and Social Networking*, 16, 800-805.
9. **Meade, A. W.**, & Craig, S. B. (2012). Identifying careless responses in survey data. *Psychological Methods*, 17, 437-455.
10. **Meade, A. W.**, & Wright, N. A. (2012). Solving the measurement invariance anchor item problem in item response theory. *Journal of Applied Psychology*, 97, 1016-1031.
11. Hoffman, B. J., & **Meade, A. W.** (2012). Alternate approaches to understanding the psychometric properties of assessment centers: An analysis of the structure and equivalence of exercise ratings. *International Journal of Selection and Assessment*, 20, 82-97.
12. Wright, N. A., & **Meade, A. W.** (2012). An exploration of cognitive ability contamination in the implicit association test. *Computers in Human Behavior*, 28, 393-399.
13. Behrend, T. S., Sharek, D. S., **Meade, A. W.**, & Wiebe, E. N. (2011). The viability of crowdsourcing for survey research. *Behavior Research Methods*, 43, 800-813.
14. Goldsworthy, R. C., Mayhorn, C. B., & **Meade, A. W.** (2010). Warnings in manufacturing: Improving hazard mitigation messaging through audience analysis. *Human Factors and Ergonomics in Manufacturing and Service Industries*, 20, 484-499.
15. **Meade, A. W.** (2010). A taxonomy of effect size measures for the differential functioning of items and scales. *Journal of Applied Psychology*, 95, 728-743.
16. **Meade, A. W.**, & Tonidandel, S. (2010). Not seeing clearly with Cleary: What test bias analyses do and do not tell us. *Industrial and Organizational Psychology*, 3, 192-205.
17. Braddy, P. W., **Meade, A. W.**, Michael, J. J., & Fleenor, J. W. (2009). Internet recruiting: Effects of website content features on viewers' perceptions of organizational culture. *International Journal of Selection and Assessment*, 17, 19-34.
18. Johnson, E. C., **Meade, A. W.**, & DuVernet, A. M. (2009). The role of referent indicators in tests of measurement invariance. *Structural Equation Modeling*, 16, 642-657.

19. **Meade, A. W.**, & Fetzer, M. (2009). Test bias, differential prediction, and a revised approach for determining the suitability of a predictor in a selection context. *Organizational Research Methods, 12*, 738-761.
20. Rivers, D., **Meade, A. W.**, & Fuller, W. L. (2009). Examining question and context effects in organization survey data using item response theory. *Organizational Research Methods, 12*, 529-553.
21. Baranik, L. E., **Meade, A. W.**, Lakey, C. E., Lance, C. E., Hu, C., Hua, W., & Michalos, A. (2008). Examining differential item functioning of the Rosenberg Self-Esteem Scale across eight countries. *Journal of Applied Social Psychology, 38*, 1867-1904.
22. Behrend, T. S., Thompson, L. F., **Meade, A. W.**, Grayson, M. S., & Newton, D. A. (2008). Measurement invariance in careers research: using IRT to study gender differences in medical students' specialization decisions. *Journal of Career Development, 35*, 60-83.
23. Braddy, P. W., **Meade, A. W.**, & Kroustalis, C. M. (2008). Online recruiting: The effects of organizational familiarity, website usability, and website attractiveness on viewers' impressions of organizations. *Computers in Human Behavior, 24*, 2992-3001.
24. **Meade, A. W.**, Johnson, E. C., & Braddy, P. W. (2008). Power and sensitivity of alternative fit indices in tests of measurement invariance. *Journal of Applied Psychology, 93*, 568-592.
25. Baker, B. A., Caison, A. L., & **Meade, A. W.** (2007). Assessing gender-related differential item functioning and predictive validity with the Institutional Integration Scale. *Educational and Psychological Measurement, 67*, 545-559.
26. Lance, C. E., Woehr, D. J., & **Meade, A. W.** (2007). Case study: A Monte Carlo investigation of assessment center construct validity models. *Organizational Research Methods, 10*, 430-448.
27. **Meade, A. W.**, & Bauer, D. J. (2007). Power and precision in confirmatory factor analytic tests of measurement invariance. *Structural Equation Modeling, 14*, 611-635.
28. **Meade, A. W.**, & Eby, L. T. (2007). Using indices of group agreement in multilevel construct validation. *Organizational Research Methods, 10*, 75-96. Honorable Mention Runner-Up for Best ORM Publication in 2007.
29. **Meade, A. W.**, Lautenschlager, G. J., & Johnson, E. C. (2007). A Monte-Carlo examination of the sensitivity of the DFIT framework for tests of measurement invariance with Likert data. *Applied Psychological Measurement, 31*, 430-455.
30. **Meade, A. W.**, Michels, L. C., & Lautenschlager, G. J. (2007). Are internet and paper-and-pencil personality tests truly comparable? An experimental design measurement invariance study. *Organizational Research Methods, 10*, 322-345.

31. Braddy, P. W., **Meade, A. W.**, & Kroustalis, C. M. (2006). Organizational recruitment website effects on viewers' perceptions of organizational culture. *Journal of Business and Psychology, 20*, 525-543.
32. **Meade, A. W.**, & Kroustalis, C. M. (2006). Problems with item parceling for confirmatory factor analytic tests of measurement invariance. *Organizational Research Methods, 9*, 369-403.
33. Dierdorff, E. C., Surface, E. A., **Meade, A. W.**, Thompson, L. F., & Martin, D. L. (2006). Group differences and measurement equivalence: Implications for command climate survey research and practice. *Military Psychology, 18*, 19-37.
34. **Meade, A. W.**, & Lautenschlager, G. J., & Hecht, J. E. (2005). Establishing measurement equivalence/invariance in longitudinal data with item response theory. *International Journal of Testing, 5*, 279-300.
35. **Meade, A. W.** (2004). Psychometric problems and issues involved with creating and using ipsative measures for selection. *Journal of Occupational and Organizational Psychology, 77*, 531-552.
36. **Meade, A. W.**, & Lautenschlager, G. J. (2004). A comparison of item response theory and confirmatory factor analytic methodologies for establishing measurement equivalence/invariance. *Organizational Research Methods, 7*, 361-388.
37. **Meade, A. W.**, & Lautenschlager, G. J. (2004). A Monte-Carlo study of confirmatory factor analytic tests of measurement equivalence/invariance. *Structural Equation Modeling, 11*, 60-72.
38. Eby, L. T., **Meade, A. W.**, Douthitt, S., & Parisi, T. (1999). The development of an individual-level teamwork expectations measure and the application of a within-group agreement statistic to assess shared expectations for teamwork. *Organizational Research Methods, 2*, 366-394.

#### CHAPTERS AND NON-PEER REVIEWED PUBLICATIONS

1. **Meade, A. W.** (2013). Review of *Statistical approaches to measurement invariance*. by R.E. Millsap. *Structural Equation Modeling, 20*, 168-174.
2. **Meade, A. W.**, & Tonidandel, S. (2010). Final thoughts on measurement bias and differential prediction. *Industrial and Organizational Psychology, 3*, 232-237.
3. Scherbaum, C. A., & **Meade, A. W.** (2009). Measurement in the organizational sciences: Conceptual and technological advances. In D. A. Buchanan & A. Bryman (Eds.), *The SAGE handbook of organizational research methods* (pp. 636-653). Los Angeles: SAGE.

4. **Meade, A. W.**, Behrend, T. S., & Lance, C. E. (2008). Dr. StrangeLOVE, or: How I learned to stop worrying and love omitted variables. In C.E. Lance & R.J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity and fable in the organizational and social sciences* (pp. 91-108). New York: Routledge.
5. **Meade, A. W.** (2006). Ipsative Measure. In N. J. Salkind (Ed.). *Encyclopedia of Measurement and Statistics*. Thousand Oaks, CA: Sage.
6. **Meade, A. W.** (2006). Review of *A beginner's guide to structural equation modeling* (2nd ed.) by R.E. Schumacker and R. G. Lomax. *Organizational Research Methods*, 9, 568-571.
7. Lance, C. E., **Meade, A. W.**, & Williamson, G. M. (2000). We should measure change: And here's how. In G. M. Williamson & D. R. Schafer (Eds.), *Physical illness and depression in older adults: Theory, research, and practice*. New York: Plenum.

#### COMPUTER PROGRAMS

1. **Meade, A. W.** (2010). VisualDF: An open-source program to compute effect size measures of differential functioning.
2. **Meade, A. W.** (2009). *FreeIAT*: An open-source program to administer the implicit association test. *Applied Psychological Measurement*, 33, 643.
3. Lautenschlager, G. J., & **Meade, A. W.** (2008). AlphaTest: A windows program for tests of hypotheses about coefficient alpha. *Applied Psychological Measurement*, 32, 502-503.

#### INVITED ADDRESSES

1. **Meade, A. W.** (2013). Session discussant for *New uses for ideal-point IRT: address substantive and methodological questions*. Symposium presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
2. **Meade, A. W.**, Thompson, L. F., Kuo, E., Kosinski, M., & Stillwell, D. (2013). *Examining the five factor model of personality across twenty-seven countries: The influence of development and culture*. Invited address for the Psychometric Centre, University of Cambridge, Cambridge, UK.
3. **Meade, A. W.** Thompson, L. F., Kuo, E., Kosinski, M., & Stillwell, D. (2013). *The influence of development and culture on personality structure and measurement*. Invited address, University of Kent, Canterbury, UK.
4. **Meade, A. W.** (2012). *Employee opinion surveys*. Invited address to Wilson County Department of Social Services, Wilson, NC.

5. Dawson, C. R. & **Meade, A. W.** & (2012). *Innovations in computer-based testing: Implications for science and practice*. Invited workshop at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
6. **Meade, A. W.** & Craig, S. B. (2012). *Identifying and Preventing Careless Survey Responses*. Invited address for the Psychometric Centre, University of Cambridge, Cambridge, UK.
7. **Meade, A. W.** (2011). *Measurement invariance in confirmatory factor analysis and item response theory*. Invited address for the Friday Institute for Educational Innovation, North Carolina State University.
8. **Meade, A. W.**, (2011). *Implementing a leadership development program*. Invited address to Wilson County Department of Social Services, Wilson, NC.
9. **Meade, A. W.** (2008). *Question and context effects in organizational survey data*. Invited address for Center for the Advancement of Research Methods and Analysis (CARMA), Virginia Commonwealth University, Richmond, VA.
10. **Meade, A. W.** (2008). *Identifying question and context effects using item response theory differential item functioning*. Invited address for L. L. Thurstone Psychometrics Lab, University of North Carolina at Chapel Hill, Chapel Hill, NC.

#### CONFERENCE PRESENTATIONS

1. **Meade, A. W.**, & Pappalardo, G. (2013, April). *Predicting careless responses and attrition in survey data with personality*. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
2. Wright, N. A., **Meade, A.W.**, & Gutierrez, S. (2013, April). *Using invariance to examine cheating in unproctored ability tests*. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
3. Wright, N. A., Parker, B., & **Meade, A.W.** (2013, April). *Effect of scale anchors on measurement of counterproductive work behavior*. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
4. **Meade, A. W.**, & Craig, S. B. (2012, August). *A mixture modeling approach to evaluating indices of careless responses in survey data*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
5. Clark, A., & **Meade, A. W.** (2012, April). *The fakability and validity of an integrity-based IAT*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

6. **Meade, A. W.**, & Wright, N. A. (2012, April). *Using effect sizes to identify anchor items in invariance analyses*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
7. **Meade, A. W.**, & Craig, S. B. (2012, April). *Understanding careless responses using mixture modeling and simulation*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
8. Stanhope, D. S. & **Meade, A. W.** (2012, April). *Self-efficacy scale functioning from a goal-oriented perspective*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
9. Stoughton, J. W., Thompson, L. F., **Meade, A. W.**, & Wilson, M. A. (2012, April). *Reactions to using social networking websites in pre-employment screening*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
10. **Meade, A. W.** & Craig, S. B. (2011, April). *Identifying careless responses in survey data*. Paper presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
11. Behrend, T., Sharek, D., **Meade, A. W.**, & Wiebe, E. (2011, April). *The viability of crowdsourcing for survey research*. Paper presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
12. Gissel, A., Thompson, L. F., Pond, S. B., & **Meade, A. W.** (2011, April). *An investigation of prospective applicants' intentions to submit video résumés*. Paper presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
13. Lobene, E. V., & **Meade, A. W.** (2011, April). *Perceived overqualification: The situationally specific individual difference*. Paper presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
14. Wright, N. A., & **Meade, A. W.** (2011, April). *Predictive validity and procedural justice of the implicit association test*. Paper presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
15. DuVernet, A., **Meade, A. W.**, Coughlin, C., & Kantrowitz, T. (2010, April). *DIF in personality assessment: Does cognitive ability influence item interpretation?* Paper presented at the 25<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
16. Lobene, E., & **Meade, A. W.** (2010, April). *Perceived overqualification: An exploration of outcomes*. Paper presented at the 25<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
17. Johnson, E. C., **Meade, A. W.**, & Wilson, M. A. (2010, April). *A multi-level investigation of*

- overall job performance ratings*. Paper presented at the 25<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
18. Mead, A., & **Meade, A. W.** (2010, April). *Item selection using CTT and IRT with unrepresentative samples*. Paper presented at the 25<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
  19. **Meade, A. W.** (2010, April). *A taxonomy of measurement invariance effect size measures*. Paper presented at the 25<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
  20. Whelan, T. J., & **Meade, A. W.** (2009, April). *Examining DIF in perceived anonymity when sensitive items are endorsed*. Paper presented at the 24<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
  21. Braddy, P. W., **Meade, A. W.**, Fleenor, J. W., & Michael, J. (2008, April). *Internet recruiting: Effects of web site features on organizational culture preferences*. Paper presented at the 23<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
  22. Braddy, P. W., **Meade, A. W.**, Fleenor, J. W., & Michael, J. (2008, April). *Person-organization fit as a mediator of culture perceptions and attraction*. Paper presented at the 23<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
  23. **Meade, A. W.** (2008, April). *Power of AFIs to detect CFA model misfit*. Paper presented at the 23<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
  24. **Meade, A. W.**, & Fetzer, M. S. (2008, April). *A new approach to assessing test bias*. Paper presented at the 23<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
  25. Baranik, L. E., **Meade, A. W.**, Lance, C. E., Lau, A. R., & Michalos, A. C. (2007, April). *Differential item functioning in the Rosenberg Self-Esteem Scale: Comparing college students in five countries*. Paper presented at the meeting of the American Educational Research Association (AERA), Chicago.
  26. Behrend, T. S., Thompson, L. F., **Meade, A. W.**, Grayson, M. S., & Newton, D. A. (2007, April). *Gender differences in career choice influences*. Paper presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York.
  27. Hoffman, B. J., & **Meade, A. W.** (2007, April). *Invariance tests as assessment center construct validity evidence*. In B. J. Hoffman & C. E. Lance (chairs). *The assessment center validity paradox: alternative analytic and design methodologies*. Symposium presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New



York.

28. Johnson, E. C., & **Meade, A. W.** (2007, April). *The role of referent indicators in tests of metric invariance*. Paper presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York. *Selected for poster "best papers" evening showcase.*
29. Kroustalis, C. M., Behrend, T., **Meade, A.W.**, & Surface, E.A. (2007, April). *Influence of post-survey action on current survey responses*. Paper presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York.
30. Kroustalis, C. M., & **Meade, A.W.** (2007, April). *Portraying an organization's culture through properties of a recruitment website*. Paper presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York.
31. **Meade, A. W.**, & Behrend, T. S. (2007, April). *Should we worry about omitted variables in organizational research?* In C. E. Lance & R. Vandenberg (chairs). *Where is the kernel of truth?* Symposium presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York.
32. **Meade, A. W.**, Watson, A. M., & Kroustalis, C. M. (2007, April). *Assessing common methods bias in organizational research*. Paper presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York.
33. Poncheri, R. M., **Meade, A. W.**, & Surface, E. A. (2007, April). *Differential item functioning and personality: Comparing native and non-native speakers*. Paper presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York.
34. Rivers, D., **Meade, A. W.**, & Fuller, W. L. (2007, April). *Examining context effects in organization survey data using IRT*. Paper presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York.
35. Watson, A. M., **Meade, A. W.**, Surface, E. A., & VandeWalle, D. (2007, April). *Are goal orientation comparisons appropriate between American and Korean groups?* Paper presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York.
36. Watson, A. M., Thompson, L. F., & **Meade, A. W.** (2007, April). *measurement invariance of the Job Satisfaction Survey across work contexts*. Paper presented at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York.
37. Braddy, P. W., **Meade, A. W.**, & Johnson, E. C. (2006, May). (2006, May). *Relative sensitivity of item response theory methods for detecting DIF*. Paper presented at the 21<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

38. Kroustalis, C. M., & **Meade, A. W.** (2006, February). *Portraying an organization's culture through internet recruitment*. Paper presented at the annual Industrial/Organizational-Organizational Behavior (IOOB) Conference, Fairfax, VA.
39. Lautenschlager, G. J., **Meade, A. W.**, & Kim, S. H. (2006, May). *Cautions regarding sample characteristics when using the graded response model*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
40. **Meade, A. W.**, Lautenschlager, G. J., & Johnson, E. C. (2006, May). *Alternate cutoff values and DFIT tests of measurement invariance*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
41. **Meade, A. W.**, Johnson, E. C., & Braddy, P. W. (2006, August). *The utility of alternative fit indices in tests of measurement invariance*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. Sage Publications/Research Methods Division Best Paper Award winner.
42. Mullen, T. R., Kroustalis, C. M., **Meade, A. W.**, & Surface, E. A. (2006, May). *Assessing change in perceived organizational support due to training*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
43. Braddy, P. W., **Meade, A. W.**, & Kroustalis, C. M. (2005, April). *Organizational website usability and attractiveness effects on viewer impressions*. Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
44. Lance, C. L., Woehr, D. J., & **Meade, A. W.** (2005, April). *A Monte Carlo investigation of assessment center construct validity models*. Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
45. **Meade, A. W.** (2005, April). *Sample size and tests of measurement invariance*. Paper presented at the 20th annual meeting of Society for Industrial and Organizational Psychology, Los Angeles, CA.
46. **Meade, A. W.**, & Lautenschlager, G. J. (2005, April). *Sensitivity of DFIT tests of measurement invariance for likert data*. Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
47. **Meade, A. W.**, & Kroustalis, C. M. (2005, April). *Problems with item parceling for confirmatory factor analysis tests of measurement invariance of factor loadings*. Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
48. **Meade, A. W.**, & Lautenschlager, G. J. (2004, April). *Same question, different answers: CFA and two IRT approaches to measurement invariance*. Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

49. **Meade, A. W.**, Ellington, K., & Craig, S. B. (2004, April). *Exploratory measurement invariance: a new method based on item response theory*. Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
50. **Meade, A. W.**, Michels, L., & Lautenschlager, G. J. (2004, April). *Are online and paper-and-pencil personality tests truly comparable?* Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
51. Ellington, K., **Meade, A. W.**, Dierdorff, E., & Wilson, M. A. (2004, April). *IRT and job analysis: Do polytomous models fit the data?* Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
52. Krukos, K., **Meade, A. W.**, Cantwell, A., Pond, S. B., & Wilson, M. A. (2004, April). *Empirical keying of situational judgment tests: rationale and some examples*. Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
53. Braddy, P. W., Kroustalis, C. M., & **Meade, A. W.** (2004, February). *Online recruiting: An exploratory study investigating how job seekers derive perceptions of company culture from recruitment websites*. Paper presented at the annual Industrial-Organizational/Organizational Behavior (IOOB) conference, Tulsa, OK.
54. Braddy, P. W., Kroustalis, C. M., & **Meade, A. W.** (2004, March). *Online recruiting: How job seekers form culture impressions from organizational recruitment websites*. Paper presented at the annual Industrial-Organizational/Organizational Behavior (IOOB) Conference, Tulsa, Oklahoma.
55. **Meade, A. W.**, & Lautenschlager, G. J. (2003, April). *A comparison of IRT and CFA methodologies for establishing measurement equivalence with simulated data*. Paper presented at the 18th Annual Society for Industrial and Organizational Psychology, Orlando, FL.
56. **Meade, A. W.**, Lautenschlager, G. J., Michels, L. & Gentry, W. (2003, April). *The equivalence of online and paper and pencil assessments*. Paper presented at the 18th Annual Society for Industrial and Organizational Psychology conference, Orlando, FL.
57. Michels, L. C., **Meade, A. W.**, Lautenschlager, G. J. & Gentry, W. (2003, May). *The Effect of Test format and Respondent Choice on Socially Desirable Responding*. Paper presented at the 15th Annual Convention of the American Psychological Society, Atlanta, GA.
58. **Meade, A. W.** (2002, April). *Psychometric problems and issues involved with creating and using ipsative measures for selection*. Paper presented at the 17th annual Society for Industrial and Organizational Psychology meeting in Toronto, ON, Canada.

59. **Meade, A. W.** & Lautenschlager, G. (2002, April). *Testing for measurement invariance: A lack of fit for the method itself?* Paper presented at the 17th annual Society for Industrial and Organizational Psychology meeting in Toronto, ON, Canada.
60. **Meade, A. W.** & Meade, C. H. (2002, April). *Conceptual and empirical limitations of the DFIT program for likert data.* Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.
61. **Meade, A. W.**, Hecht, J., Lautenschlager, G., Barroso, C., & Stokes, G. (2001, April). *Using item response theory to examine beta change in job satisfaction data.* Paper presented at the 16th annual Society for Industrial and Organizational Psychology meeting in San Diego, CA.
62. Eby, L. T., Baxter, D., Cader, J., & **Meade, A. W.** (2000, August). *A methodological investigation of the validity of self-report data in the study of group behavior.* Paper presented at the annual Academy of Management meeting in Toronto, Canada.
63. **Meade, A. W.**, & Eby, L. (2000, April). *Examining the empirical relationships among self-efficacy, collective efficacy, and team potency.* Paper presented at the 15th annual Society for Industrial and Organizational Psychology meeting in New Orleans, LA.
64. Crowe-Taylor, M. A., Johnson, D., **Meade, A. W.**, & Montagliani, A. (1998, April). *Predicting advanced degree attainment using biodata, interests, and needs.* Paper presented at the 13th annual Society for Industrial and Organizational Psychology meeting in Dallas, TX.
65. Eby, L. T., **Meade, A. W.**, Cader, J., Douthitt, S., & Hendrix, A. (1998, November). *Predicting team performance from individual and team level team processes.* Proceedings of the Southern Management Association meeting in New Orleans, LA, November, 1998.
66. Eby, L. T., **Meade, A. W.**, Parisi, T., Douthitt, S., & Midden, P. (1998, April). *Measuring mental models for teamwork at the individual- and team-level.* Paper presented at the 13th annual Society for Industrial and Organizational Psychology meeting in Dallas, TX.
67. Crowe, M. A., **Meade, A. W.**, Johnson, C. D., & Montagliani, A. (1997, April). *Profile and prediction of people with advanced degrees.* Presented at the 20th annual Convention of the Behavioral Sciences at the University of Georgia, 1997.

#### ACADEMIC POSITIONS

##### **North Carolina State University**

Professor, I/O Psychology, Fall 2013-present

Associate Professor, I/O Psychology, Fall 2008-Fall 2013

Assistant Professor, I/O Psychology, Fall 2002-Fall 2008

##### *Courses Taught:*

Introduction to Industrial/Organizational Psychology (Psy 307)

Psychometrics (Psy 760)  
 Advanced Psychometrics: Item Response Theory (Psy 761)  
 Employee Selection Research (Psy 766)  
 Directed Readings in Data Simulation Methods (Psy 880)

### **University of Georgia**

Instructor and teaching assistant in the departments of Psychology and Management

### APPLIED POSITIONS

Director of Research (Spring 2001-Summer 2002): TRACOM Group, Highlands Ranch, CO  
 Internship (Fall 2000-Spring 2001): SHL, Boulder, CO  
 Internship (Summer 2000): Burke Strategic Consulting Group; Atlanta, GA

### PROFESSIONAL ASSOCIATION MEMBERSHIPS & SERVICE

Academy of Management, Member 1996-2012  
 American Educational Research Association, Member 2001-2003  
 American Psychological Association (APA), Member 1996-2003  
 American Psychological Society, Member 2003-present  
 Army Research Institute, Senior Fellow 2011-present  
 Society for Industrial and Organizational Psychology, Member 2001-present  
     Awards Committee: M. Scott Myers Award for Applied Research in the Workplace,  
     Member, 2007-2011  
     Electronic Communication Committee, Member, 2007  
     Program Committee, Member, 2002-present  
     State Affairs Committee, Member, 2007-2009  
 Psi Chi, University of Georgia, Vice President 1997-1998; President, 1998-1999  
 Southern Management Association, Member 2003-2006

### EDITORIAL SERVICE

*Applied Psychological Measurement*, Editorial Board, 2012-present  
*Journal of Applied Psychology*, Consulting Editor (Editorial Board), 2014-present  
*Organizational Research Methods*, Associate Editor, 2010-present  
*Organizational Research Methods*, Editorial Board, 2007-present  
*The Encyclopedia of Research Design*, N. J. Salkind (Ed.), Advisory Board Member

## AD HOC REVIEWER

*Applied Psychological Measurement, Ergometrika, European Review of Applied Psychology, Clinical Psychology & Psychotherapy, Human Relations, International Journal of Selection and Assessment, International Journal of Quantitative Research in Education, International Journal of Quantitative Research in Education, International Journal of Testing, Journal of Applied Psychology, Journal of Educational and Behavioral Statistics, Journal of Gerontology: Psychological Sciences, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Journal of Psychopathology and Behavioral Assessment, Leadership Quarterly, Multivariate Behavioral Research, Personality and Individual Differences, Personnel Psychology, Psychological Methods, Structural Equation Modeling*

## AWARDS

2012 NCSU Chancellor's Innovation Grant – award for development of promising intellectual property innovations  
*Organizational Research Methods* Best Reviewer of 2007 Award  
*Organizational Research Methods* Best Paper of 2007 Honorable Mention (for Meade & Eby, 2007)  
2007 North Carolina State University, College of Humanities and Social Sciences, Outstanding Junior Faculty Award  
2007 Society for Industrial and Organizational Psychology Conference Top Posters Session Participant  
2006 Sage Publications/Academy of Management Research Methods Division Best Paper Award  
2001 Herbert Zimmer Scholar Award for Outstanding Accomplishments and Potential for a Research Career in Psychology (given by the University of Georgia)  
1998 Academy of Management Junior Research Scholar

## GRANTS AND CONTRACTS

2012 O\*NET Center. 2012 Award Amount ~ \$949,476.00. PI.  
2012 NCSU Chancellor's Innovation Grant - \$10,000. PI.  
2007 NIH Grant # 1 R21 AG027223-01A2. Project title "Exploring Intraindividual Variability in Elders' Everyday Cognitive Performance". Award Amount \$322,277. Co-PI.  
2006 NCSU Faculty Professional Development Grant. \$5,333  
2000 APA Division 5 (Evaluation, Measurement, and Statistics Division) grant for development of computer assisted evaluation of doctoral research. \$750