

Curriculum Vitae

FRANK J. LANDY, PH.D.

**Chief Executive Officer
Landy Litigation Support Group**

Address

LANDY LITIGATION SUPPORT GROUP

195 Hudson St.

2D

New York, NY 10013

Phone: (970) 372-2129

E-mail: frank.landy@landylsg.com

Education

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|--------------------------------|------------|-----------|-------|
| Villanova University | Psychology | 1960-1964 | B.A. |
| Bowling Green State University | Psychology | 1964-1966 | M.A. |
| Bowling Green State University | Psychology | 1966-1969 | Ph.D. |

Employment History

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| 1966-1969 | Associate Investigator, U.S. Department of Labor Grant |
| 1967-1968 | National Science Foundation Fellow |
| 1968-1969 | Principal Investigator, U.S. Department of Labor Grant |
| 1969-1973 | Assistant Professor of Psychology, Penn State |
| 1973-1979 | Associate Professor of Psychology, Penn State |
| 1979-1994 | Professor of Psychology, Penn State |
| 1994-Present | Professor Emeritus, Penn State |
| 1980-1981 | Acting Head, Department of Psychology |
| 1984 | Visiting Professor, Department of Psychology, Stanford University |
| 1985-1988 | Director: Applied Psychology Institute |
| 1988-1994 | Director: Center for Applied Behavioral Sciences |
| 1995-Present | Adjunct Professor of Psychology, Department of Psychology, Colorado State University |
| 1997-1999 | Visiting Researcher, Department of Psychology, University of California, Berkeley |
| 1984-1998 | President: Landy, Jacobs and Associates, Inc. |
| 1998-2005 | CEO: SHL Litigation Support Group |
| 2005 –Present | CEO: Landy Litigation Support Group (LLSG) |
| 2005-2008 | Adjunct Professor, Griffith Business School, Griffith University, Queensland, Australia |
| 2007- | Doctoral Faculty in I-O Psychology - City University of New York (CUNY) |

Membership in Professional Organizations

American Association for the Advancement of Science

American College of Sports Medicine

American Psychological Association (Divisions 5, 14, 21, 26, 47)
 Human Factors and Ergonomics Society
 Mathematical Association of America
 Midwestern Psychological Association
 National Fire Protection Association
 Personnel Testing Council of Northern and Southern California
 Psychometric Society
 Sigma Xi (Admissions Committee - 1983-1984)
 Society for the Study of Organizational Behavior
 Society of Industrial and Organizational Psychology

Honors, Awards, Appointments

1971 Diplomat Scholar - U.S. Department of State
1971 Visiting Scientist - APA and NSF
1973 Distinguished Alumnus - Bowling Green State University
1975-1980 H. Thomas Hallowell Faculty Fellow (Funded 5 year Research Chair)
1975 Fulbright Hays Research Fellow (Sweden)
1975 NATO Senior Lecturer (Human Factors Panel) (Lectured in Norway, England, Scotland, Denmark, and the Netherlands)
1979 Senior Fulbright Research Fellow (Sweden)
1979 Fellow - Division 14 of the APA
1980 Cattell Award for excellence in research design, Division 14 of APA
1981 Appointed Associate Editor of the Journal of Applied Psychology
1982 Invited Workshop Leader at the APA Convention (Performance Evaluation)
1983 Appointed Seminar organizer for 1984 International Congress of Applied Psychology (Acapulco) by International Association for Applied Psychology
1983 Appointed to Committee on Performance of Military Personnel, National Academy of Term to run until 1985.
1983 Guest of Academies of Science of Romania, Yugoslavia, Czechoslovakia and Hungary. Presented invited addresses in Cluj (Romania), Ljubljana (Yugoslavia), Budapest and Szeged (Hungary) and Prague (Czechoslovakia)
1983 IREX Travel Award for lectures in Eastern Europe
1983 Guest of Nobel Foundation at Nobel Ceremonies, Stockholm, 1983
1984 Reviewer for Transportation Research Board: National Research Council, National Academy of Sciences
1984 Reappointed Associate Editor of Journal of Applied Psychology
1985 Program Committee for Division 14 Mid-Year Convention
1985 Reappointed to Committee on Performance of Military Personnel, National Academy of Sciences. Four year term.
1985 Selected for National Academy of Sciences Exchange Program with Eastern Europe - Appointed for exchange with Romanian Academy of Sciences
1985-1986 Fellowship Committee of Division 14 of the APA
1985-1986 Elected to Penn State Faculty Senate
1986 Recipient of the Social Science Award of the College of Liberal Arts - The Pennsylvania State University
1986 Elected to Membership in the American College of Sports Medicine
1986 Elected to Membership in Division 47 of the American Psychological Association
1986-1988 Fellowship Committee of Division 14 of the APA

- 1988-1991** Elected to Council of Representatives of the American Psychological Association representing Division 14
- 1988** Invited workshop leader for APA convention (EEO Issues)
- 1988** Senior Fulbright Fellowship to lecture in Ljubljana, Yugoslavia
- 1988** Elected Fellow of Division 47 of APA (Exercise and Sport Psychology)
- 1989** Invited workshop leader for SIOP Convention, Boston, MA; EEO Issues
- 1989** Elected President of Division 14 (SIOP) of the American Psychological Association
- 1990** Co-Chair: Joint APA/NIOSH Conference on Work and Well Being, Washington, DC, November 15-17
- 1990-1993** Appointed to Board of Directors of the Institute for Policy Research and Evaluation
- 1991** Chair: APS Summit of Social and Behavioral Science Societies; Houston, January
- 1991** Appointed to Advisory Committee for the 2nd Annual APA/NIOSH Conference on Stress in the Workplace
- 1991** Selected as Master Lecturer for 1992 APA Annual Convention, Washington, DC, August
- 1992** Master Lecturer: APA, Washington, DC, August
- 1992** G. Stanley Hall Lecturer: American Psychological Association
- 1992** Selected as G. Stanley Hall Lecturer for 1992 APA Annual Convention, Washington, DC, August
- 1992-1995** Appointed to Advisory Board of the Council for the International Exchange of Scholars (Fulbright) Program
- 1992** Member SIOP Committee to draft Amicus Brief in Soroka v. Dayton Hudson Corporation
- 1992** Elected Fellow of Division 21 of APA (Applied, Experimental and Engineering Psychologists)
- 1992** Elected Fellow of Division 5 of APA (Division of Measurement)
- 1992** Appointed to Panel of the Transportation Research Board - National Research Council: Fitness for Duty Testing in Transportation Workplace
- 1993** Chosen to author Annual Review in Psychology chapter on personnel selection for 1994 volume
- 1993** Invited to present Keynote Address at the International Congress of Applied Psychology in Madrid, Spain, July, 1994
- 1993** Presented research lectures by invitation in Moscow under auspices of Moscow State University and Institute for Youth Development
- 1993** Invited to present the Annual Gaudet Lecture at Stevens Institute of Technology
- 1997** Invited to present keynote address at Industrial and Organizational Psychology Conference -- Australian Psychological Association, Melbourne, Victoria, Australia, June 28-29
- 1997** Invited as participant in Round Table Conference of Australian Academy of Sciences, Melbourne, Victoria, Australia, June 30-July 1
- 1997** Invited to present keynote address at Industrial and Organizational Psychology Conference -- New Zealand Psychological Association, Auckland, New Zealand, July 2-3
- 1997** Invited to present address "The Roots of Applied Psychology" at American Psychological Association Meeting, Chicago, August 16
- 1998** Invited as Chair of Symposium on Eastern European Psychology, International Association of Applied Psychology Meetings, San Francisco, August 9-14

- 2000** Two-year term on the Determination of Disability Committee by the National Academy of Sciences. The work of the committee was requested by the Social Security Administration and committee members include physicians specializing in occupational medicine, physiologists, and epidemiologists. Dr. Landy is the sole industrial and organization psychologist on the committee.
- 2000** Appointed to Advisory Panel for 4th edition of the SIOP Principles for Validation and Use of Personnel Selection Procedures
- 2001** Appointed Honorary President of the Romanian Industrial and Organizational Psychological Association
- 2002** Invited lectures at the Australian Graduate School of Management and the Australian Psychological Society on the “Changing Nature of Work,” Sydney, Australia – November 13-15
- 2002** Guest Professor at Giessen University, Giessen, Germany. November 18-22
- 2003** Invited seminar at Stockholm University, Department of Psychology, “Work in the 21st Century,” May 2003
- 2003** Invited address - Ljubljana University (Slovenia), “The Application of Facet Theory to Industrial and Organizational Psychology,” July 2003
- 2004** Invited lecture: Herschel W. and Eileen W. Leibowitz Lecture. Penn State University. “Work in the 21st Century,” January 2004
- 2004** SIOP Award for Distinguished Professional Contributions
- 2004** Invited address - International Test Commission 2004 Conference on Equitable Assessment Practices, “The Past, Present and Future of Psychometric Legal Challenges,” October 2004
- 2004** Member: Board of Directors - Facet Theory Association

Editorial Duties

Occasional Reviewer:

Organizational Behavior and Human Decision Processing
Psychological Bulletin
American Psychologist
Journal of Personality and Social Psychology
British Journal of Psychology
Journal of Applied Social Psychology
Journal of Management Studies (England)
International Journal of Applied Psychology
Accident Analysis and Prevention
Medicine and Science in Sports and Exercise

Associate Editor/Editorial Board:

Journal of Applied Psychology (APA) (Associate Editor: 1981-1987)
Human Performance (Erlbaum and Associates) (1992-Present)
Journal of Applied Psychology (Editorial Board: 2001-present)

Editor: Human Performance (Erlbaum and Associates) (1985-1992)

International Consulting Editor: Journal of Occupational Psychology
(British Psychological Society)

Editorial Board: Journal of Occupational Behavior

Editorial Board: Human Resource Research

Series Editor: Prentice-Hall Series in Applied Psychology

Editor: Cases in test validity. Journal of Business Psychology
What I have Learned Along the Way. The Industrial-Organizational Psychologist.
(January 2003 – present)

Series Editor: Brooks-Cole Series in Industrial and Organizational Psychology

Co-Editor: International Handbook of Industrial and Organizational Psychology
(Hogrefe) with Nigel Nicholson (Sheffield)

Editorial Board: Journal of Occupational Health Psychology

Appointed to: Editorial Board of Psihologia Resurselor Umane – 2003

Books

- The Psychology of Work Behavior (with Don Trumbo). Dorsey Press, 1976.
The Psychology of Work Behavior - Revised Edition (with Don Trumbo). Dorsey Press, 1980.
The Psychology of Work Behavior. Dorsey Press, 1985.
The Measurement of Work Performance (with J. L. Farr). New York: Academic Press, 1983.
Performance Measurement and Theory (with S. Zedeck and J. Cleveland). Hillsdale, NJ:
Erlbaum, 1983.
Psychology: The Science of People. Prentice Hall, 1984.
Psychology of Work Behavior. Student Workbook. Dorsey Press, 1985.
Psychology of Work Behavior. Instructor's Manual. Dorsey Press, 1985.
Readings of Industrial and Organizational Psychology. Dorsey Press, 1986.
Psychology: The Science of People (2nd Edition). Prentice Hall, 1987.
The Psychology of Work Behavior (4th Edition). Brooks-Cole, 1989.
Work in the 21st Century: An Introduction to Industrial and Organizational Psychology (with J.
Conte). New York, NY. McGraw Hill, 2004.
Employment Discrimination Litigation: Behavioral, Quantitative, and Legal Perspectives. San
Francisco: Jossey-Bass, 2005
Work in the 21st Century: An Introduction to Industrial and Organizational Psychology: 2nd
Edition (with J. Conte). Blackwell Publishing Co. (2007).
Work in the 21st Century: An Introduction to Industrial and Organizational Psychology: 3rd
Edition (with J. Conte). Blackwell Publishing Co. (in press).

Monographs

- Performance appraisal: Theory, method, and logic. Police Foundation Monograph Series, 1974.
- Landy, F. J., & Farr, J. L. Police performance appraisal. JSAS Catalog of Selected Documents in Psychology, 1976, 6(3), 83.
- Landy, F. J., Bland, R. E., Buskirk, E. R., Daly, R. E., DeBusk, R. F., Donovan, E. J., Farr, J. L., Feller, I., Fleishman, E. A., Gebhardt, D. L., Hodgson, J. L., Kenney, W. L., Nesselroade, J. R., Pryor, D. B., Raven, P. B., Schaie, K. W., Sothmann, M. S., Taylor, M. C., Vance, R. J., & Zarit, S. H. (1992). Alternatives to chronological age in determining standards of

suitability for public safety jobs. Technical Report, The Center for Applied Behavioral Sciences, Penn State University.

Landy, F. J. (Ed.). Special issue: Test validity yearbook: Volume 2. Journal of Business and Psychology, 7(4), 369-482.

Chapters

Motivational considerations in environmental design. In Kohn, Imre (Ed.), Crime prevention and control through environmental design. 1976. Westinghouse Learning Corporation.

Development and use of supervisory and peer scales for police performance appraisal (with Jim Farr). In C. D. Spielberger (Ed.), Police selection and evaluation. (pp. 61-75). New York: Praeger, 1979.

Models of man: Assumptions of theorists. In N. Nicholson and T. Wall (Eds.), The theory and practice of organizational psychology: A collection of original essays. London, UK: Academic Press, 1982.

Theory and logic in human resources research (with Joseph Vasey). In Rowland and Farris (Eds.), Research in personnel and human resources management (Vol. 2). (pp. 1-34). Greenwich, CT: JAI Press, 1984.

Methodological problems and strategies in predicting absence (with Joseph Vasey and Fred Smith). In Goodman, Atkin, and Associates (Eds.), Absenteeism: new approaches to understanding, measuring, and managing employee absence. (pp. 110-157). San Francisco: Jossey-Bass, 1984.

Motivation theory reconsidered (with Wendy Becker). In L. Cummings and B. Staw (Eds.), Research in organizational behavior (Vol. 9). (pp. 1-38). Greenwich, CT: JAI Press, 1987.

Human computer interactions in the workplace: Psychosocial aspects of VDT use. In M. Frese, E. Ulrich and W. Dzida (Eds.), Psychological issues of human-computer interaction in the workplace. (pp. 3-22). Amsterdam: North Holland Publishing Co., 1987.

The psychology of prolonged exercise (with Rod Dishman). Exercise and Sports Sciences Review. American College of Sports Medicine, 1987.

Criteria for selection (with Haleh Rastegary). In I. Robertson and M. Smith (Eds.), Advances in personnel selection and assessment (pp. 47-65). Chichester, UK: Wiley, 1989.

Selection of abilities in job analysis. In S. Gael (Ed.), The job analysis handbook for business, industry, and government. (pp. 271-189). New York: Wiley, 1988.

Some characteristics of "action research." In A. Enander, B. Gustavsson, J. Ch. Karlsson, & B. Starrin (Eds.), Work and welfare: Papers from the Second Karlstad Symposium on Work (pp. 257-271). Karlstad, Sweden: Research Unit for Work and Working Life, 1991.

Job design and well being. In G. Keita and S. Sauter (Eds.), Work and well being: An agenda for the 1990s. (pp. 119-158). Washington, D.C.: American Psychological Association, 1992.

- The concept of validity. In N. Schmitt and W. Borman (Eds.), Frontiers of Industrial and Organizational Psychology: Volume 4 - Personnel Selection in Organizations. (pp. 275-309). San Francisco: Jossey Bass, 1992.
- The roots of I/O psychology: Master Lecture Series. Washington, DC: APA Publications, 1992.
- Job analysis and job evaluation: The respondent's perspective. In H. Schuler, J. Farr, and M. Smith (Eds.), Personnel Selection and Assessment (pp. 75-90). Hillsdale, NJ: Lawrence Erlbaum, 1993.
- The interactions among time urgency, uncertainty, and time pressure (with Haleh Rastegary). In O. Svenson & J. Maule (Eds.), Time pressure and stress in human judgment and decision making. (pp. 217-239). New York: Plenum, 1993.
- Early influences on the development of industrial/organizational psychology. In T. Fagan and G. VandenBos (Eds.), Exploring applied psychology: Origins and critical analyses. Master lectures in psychology. (pp. 83-118). Washington, D.C.: American Psychological Association, 1993.
- Advancing Personnel Selection and Placement Methods (with Laura Shankster-Cawley and Stacey Kohler). In A. Howard (Ed.), The Changing Nature of Work (pp. 252-289). San Francisco: Jossey-Bass, 1995.
- Foreword to Robert Guion's Assessment, Measurement and Prediction for Personnel Decisions. Mahwah, NY: Erlbaum and Associates, 1998.
- Charles S. Myers. In Encyclopedia of Psychology. Washington, D.C.: American Psychological Association, in press.
- Edwin E. Ghiselli. In Encyclopedia of Psychology. Washington, D.C.: American Psychological Association, in press.
- Job analysis. In B. Green and S. Wigdor (Eds.), Joint service project. National Academy Press, in production.
- Papinchock, J. M. & Landy, F. J. (In Press). The influence of *Daubert* on expert witness testimony -- the human factors context. In Y. Ian Noy and Waldemar Karkowski (Eds.) Handbook of Human Factors in Litigation. Boca Raton, FL: Taylor & Francis Books.
- Landy, F. J. Preface. In F. J. Landy (Ed.) Employment Discrimination Litigation: Behavioral, Quantitative, and Legal Perspectives. San Francisco: Jossey-Bass (pp. xv-xix), 2005.
- Landy, F. J. Phases of Employment Litigation. In F. J. Landy (Ed.) Employment Discrimination Litigation: Behavioral, Quantitative, and Legal Perspectives. San Francisco: Jossey-Bass (pp. 3-19), 2005.
- Landy, F. J. A Judge's View: Interviews with Federal Judges about Expert Witness Testimony. In F. J. Landy (Ed.) Employment Discrimination Litigation: Behavioral, Quantitative, and Legal Perspectives. San Francisco: Jossey-Bass (pp.503-572), 2005.
- Outtz, J. L. and Landy, F. J. Concluding Thoughts. In F. J. Landy (Ed.) Employment Discrimination Litigation: Behavioral, Quantitative, and Legal Perspectives. San Francisco: Jossey-Bass (pp.575-590), 2005.

- Landy, F. J. The Long, Frustrating, and Fruitless Search for Social Intelligence. In K. R. Murphy (Ed.) The Emotional Intelligence Bandwagon: The Struggle Between Science and Marketing for the Soul of EI. Mahwah, NJ: Lawrence Erlbaum and Associates, 2005.
- Landy, F. J. Ten Answers in Search of a Question. In W. Bilsky and D. Elizur (Eds.) Facet Theory: Design, Analysis, and Applications. Prague, CZ: Zeithamlova Milena, Ing - Agentura Action M. (pp.123-135), 2005.
- Landy, F. J. Post-modernism in applied psychology. In Petho, B. (Ed.) Essays in Honor of Bertalan Petho. Budapest: Budapest University Press, (2005)
- Landy, F. J. (2007). Changing work and the future of validation. In S. M. McPhail *Alternative Validation Strategies*. SIOP Practice Series. San Francisco: Jossey-Bass.
- Landy, F. J. (2008) Commentary. In E. Borgida & S. T. Fiske. *Psychological Science in the Court: Beyond Common Knowledge*. London: Blackwell Publishers.
- Landy, F. J. (2007) The Art and Science of Consulting. In W. C. Borman & J. W. Hedge (Eds.) *The I-O Consultant's Handbook*. American Psychological Association
- Landy, F. J. (in press). Revisiting Landy & Farr. In J. L. Outtz (Ed.). *Adverse impact in organizations*. San Francisco, CA: Jossey-Bass

Articles

- Landy, F. J., & Elbert, A. J. (1967). Scaling assumptions underlying weighting in job classification systems. Journal of Applied Psychology, 51, 442-443.
- Sutton-Smith, B., Rosenberg, B. G., & Landy, F. J. (1968). Father absence effects in families of differing sibling compositions. Child Development, 39, 1213-1221.
- Landy, F. J., Rosenberg, B. G., & Sutton-Smith, B. (1969). The effect of limited father absence on the cognitive development of children. Child Development, 40, 941-944.
- Smith, O. W., & Landy, F. J. (1969). A note on the visual recognition of words. Perceptual and Motor Skills, 29, 83-86.
- Smith, O. W., & Landy, F. J. (1969). Grid vs. graphic scaling of importance and presence of some college experiences. Perceptual and Motor Skills, 29, 146.
- Landy, F. J., & Guion, R. M. (1970). The development of scales for the measurement of work motivation. Organizational Behavior and Human Performance, 5, 93-103.
- Landy, F. J., & Stern, R. M. (1971). Factor analysis of a somatic perception questionnaire. Journal of Psychosomatic Research, 15, 179-181.
- Landy, F. J., & Gaupp, L. (1971). Factor analysis of the FSS-III. Behavior Research and Therapy, 9, 89-93.

- Landy, F. J. (1971). Motivational type as a moderator of the satisfaction/performance relationship. Journal of Applied Psychology, 55, 406-413.
- Landy, F. J. (1972). A procedure for occupational clustering. Organizational Behavior and Human Performance, 8, 109-117.
- Guion, R. M., & Landy, F. J. (1972). The meaning of work and the motivation to work. Organizational Behavior and Human Performance, 7, 308-339.
- Landy, F. J., & Bates, F. (1973). The non-effect of three variables in mail survey response rate. Journal of Applied Psychology, 58, 147-148.
- Rhoads, R., & Landy, F. J. (1973). The measurement of attitudes of industrial work groups toward psychology and testing. Journal of Applied Psychology, 58, 197-202.
- Landy, F. J., & Bates, F. (1973). Another look at contrast effects in the employment interview. Journal of Applied Psychology, 58, 141-144.
- Landy, F. J. (1974). The development of scales for the measurement of updating. American Society for Engineering Education Monograph, 47-54.
- Landy, F. J., & Goodin, C. (1975). Performance appraisal. Police Personnel Administration, 165-184.
- Landy, F. J. (1976). The validity of the interview in police officer selection. Journal of Applied Psychology, 61, 193-198.
- Landy, F. J., Farr, J. L., Saal, F. E., & Freytag, W. R. (1976). Behaviorally anchored scales for rating the performance of police officers. Journal of Applied Psychology, 61, 548-557.
- Saal, F., & Landy, F. J. (1977). The mixed standard rating scale: An evaluation. Organizational Behavior and Human Performance, 18, 19-35.
- Landy, F. J., & Landy, A. R. (1978). Dimensions of teacher behavior. Journal of Applied Psychology, 63, 522-526.
- Landy, F. J. (1978). On the value of true negatives. American Psychologist, 33, 756-760.
- Landy, F. J. (1978). An opponent process theory of job satisfaction. Journal of Applied Psychology, 63, 533-547.
- Landy, F. J., Barnes, J. L., & Murphy, K. (1978). Correlates of perceived fairness and accuracy of performance appraisals. Journal of Applied Psychology, 63, 751-754.
- Landy, F. J., & Barnes, J. L. (1979). Scaling assumptions in behavioral anchoring. Applied Psychological Measurement, 3, 193-200.
- Landy, F. J., & Farr, J. L. (1980). Performance rating. Psychological Bulletin, 87, 72-107.
- Landy, F. J., Barnes-Farrell, J., & Cleveland, J. (1980). Perceived fairness and accuracy of performance evaluation: A follow-up. Journal of Applied Psychology, 65, 355-356.

- Landy, F. J., Vance, R. J., Barnes-Farrell, J., & Steele, J. W. (1980). Statistical control of halo error in performance ratings. Journal of Applied Psychology, 65, 501-506.
- Cleveland, J., & Landy, F. J. (1981). The influence of rater age and ratee age on two performance judgments. Personnel Psychology, 34, 19-29.
- Landy, F. J., Farr, J. L., & Jacobs, R. R. (1982). Utility concepts in performance appraisal. Organizational Behavior and Human Performance, 30, 15-40.
- Landy, F. J., Vance, R. J., & Barnes-Farrell, J. (1982). Statistical control of halo error: A reply. Journal of Applied Psychology, 67, 177-180.
- Landy, F. J. (1982). What have you done for me lately? A review of Pay and Organizational Development by E. E. Lawler. Contemporary Psychology, 27, 282-284.
- Landy, F. J., Farr, J. L., & Jacobs, R. R. (1982). The bottom line in performance evaluation. Public Productivity Review, VI, 78-92.
- Cleveland, J. N., & Landy, F. J. (1983). The effects of person and job stereotypes on two personnel decisions. Journal of Applied Psychology, 68, 609-619.
- Landy, F. J. (1984). Industrial psychology. (Entry in the Social Science Encyclopedia - Routledge and Kegan Paul.)
- Committee on Performance of Military Personnel, National Research Council. (1984). Job performance measurement in the military: Report of a workshop. Washington, DC: National Academy Press.
- Pitariu, H., Landy, F. J., & Becker, W. (1986). The utility of the Holtzman test as a screening device for long-haul truck drivers. Romania Psychological Review, 32, 96-103.
- Landy, F. J. (1986). Stamp collecting versus science: Validation as hypothesis testing. American Psychologist, 41(11), 1183-1192.
- Landy, F. J. (1986). Psychology in Romania. The Industrial-Organizational Psychologist, 24, 21-25.
- Landy, F. J. (1988). The early years of I/O: "Dr." Mayo. The Industrial-Organizational Psychologist, 25, 53-55.
- Landy, F. J. (1988). The early years of I/O: Hugo Munsterberg and the polygraph. The Industrial-Organizational Psychologist, 25, 54-56.
- Landy, F. J. (1989). The early years of I/O: J. D. Houser and J.D.I. The Industrial-Organizational Psychologist, 26, 63-65.
- Sothmann, M., Saupe, K., Jasenof, D., Blaney, J., Fuhrman, S., Woulfe, T., Raven, P., Pawelczyk, J., Dotson, C., Landy, F., Smith, J., & Davis, P. (1990). Advancing age and the cardiorespiratory stress of fire suppression: Determining a minimum standard for aerobic fitness. Human Performance, 3, 217-236.

- Pitariu, H. D., & Landy, F. J. (1990). Performance rating of data processing personnel. Man and Work: Journal in Labor Studies, 2, 103-114.
- Landy, F. J., & Vasey, J. (1991). Job analysis: The composition of SME samples. Personnel Psychology, 44, 27-50.
- Landy, F. J., Rastegary, H., Thayer, J. F., & Colvin, C. (1991). Time urgency: The construct and its measurement. Journal of Applied Psychology, 96, 644-657.
- Sothmann, M. S., Saupe, K., Raven, P., Pawelczyk, J., Davis, P., Dotson, C., Landy, F., & Siliunas, M. (1991). Oxygen consumption during fire suppression: Error of heart rate estimation. Ergonomics, 34(12), 1469-1474.
- Landy, F. J. (1991). The I/O family tree. The Industrial-Organizational Psychologist, 29, 31-34.
- Sothmann, M. S., Landy, F. J., & Saupe, K. (1992). Age as a bona fide occupational qualification for firefighting: A review on the importance of measuring aerobic power. Journal of Occupational Medicine, 34(1), 26-33.
- Landy, F. J. (1992). Hugo Munsterberg: Visionary or victim. Journal of Applied Psychology, 77, 787-802.
- Landy, F. J. (September, 1992). Eliminating bias in performance ratings. Commissioned by Department of Labor.
- Jacobs, R., Mathieu, J., Landy, F., Baratta, T., Robinson, G., Hofmann, D., & Ringenbach, K. (1993). Organizational Processes and Nuclear Power Plant Safety. Report to Proceedings of the International Topical Meeting on Probabilistic Safety Assessment, 211-215.
- Landy, F. J. (1993). Basic applied psychology: Which is the cart and which is the horse? Applied Psychology: An International Review, 42(1), 49-51.
- Pitariu, H., & Landy, F. J. (1993). Some personality correlates of time urgency. The Review of Romanian Psychology, 37, 15-26.
- Landy, F. J., Quick, J. C., & Kasl, S. (1994). Work, stress, and well-being. International Journal of Stress Management, 1(1), 33-73.
- Landy, F. J., Shankster, L. J., & Kohler, S. S. (1994). Personnel selection and placement. Annual Review of Psychology, 45, 261-296.
- Hofmann, D. A., Jacobs, R. R., & Landy, F. J. (1995). High reliability process industries: Individual, micro, and macro organizational influences on safety performance. Journal of Safety Research, 26(3), 131-149.
- Conte, J. M., Landy, F. J., & Mathieu, J. E. (1995). Time urgency: Conceptual and construct development. Journal of Applied Psychology, 80(1), 178-185.
- Landy, F. J., (1996). Commentary. Human Performance, 9(3), 297-302.

- Landy, F. J., (1997). Early Influences on the Development of I/O Psychology. Journal Of Applied Psychology, 82(4), 467-477.
- Conte, J. M., Mathieu, J. E., & Landy, F. J. (1998). The nomological and predictive validity of time urgency. Journal of Organizational Behavior, 19, 1-13.
- Kenney, W. L., FACSM, & Landy, F. J. (1998). Fitness Testing for Firefighters. ACSM's Health & Fitness Journal, 2(4), 12-17.
- Landy, F. J. (1998). Fitness Testing and the ADA. IPMA News, October 1998, 18-19.
- Landy, F. J. (2001). Age, race, and gender in organizations. International Encyclopedia of the Social and Behavioral Sciences. In press.
- Landy, F. J. (2001). Low Ceiling, Poor Visibility. Contemporary Psychology. In press.
- Griffin, M. A., Landy, F. J., & Mayocchi, L. (2002) Australian influences on Elton Mayo: The Construct of Revery in Industrial Society. History of Psychology, 5(4), 356-375.
- Conte, J. M., Dean, M. A., Ringenbach, K. L., Moran, S. K., & Landy, F. L. (2005) The relationship between work attitudes and job analysis ratings: Do task rating scale type and task discretion matter? Human Performance, 18(1), 1-21.
- Landy, F. J. (2003). People Like Us. Intercultural Management Quarterly. Fall, 2003, 3, 8.
- Landy, F.J. (2003). People Like Us. Atlantic Monthly. November 2003.
- Landy, F. J. (2004). Professional Standards for the Practice of I-O Psychology. The Romanian Journal of Industrial and Organizational Psychology. In press.
- Landy, F. J. (2005). Some Historical and Scientific Issues Related to Research on Emotional Intelligence. Journal of Organizational Behavior, 26, 411-424.
- Landy, F. J. (2004). Taking the "or" out of Predictor: A Consideration of the Incremental Validity of Multiple Predictors. www.HRM.net (September).
- Conte, J. M., Dean, M. A., Ringenbach, K. L., Moran, S.K., & Landy, F. J. (2005). The Relationship Between Work Attitudes and Job Analysis Ratings: Do Rating Scale Type and Task Discretion Matter? Human Performance, 18, 1-21.
- Landy, F. J. (2005). Post-modernism and applied psychology. The Industrial-Organizational Psychologist, 43(1), 16-24.
- Landy, F. J. (2005). That Woman. Psychological Observer. In press.
- Landy, F. J. (2005) The Americans with Disabilities Act. Encyclopedia of Industrial/Organizational Psychology. In press.
- Landy, F. J. (2005) The Equal Pay Act Of 1963. Encyclopedia of Industrial/Organizational Psychology.

Landy, F. J. (2007). Review of *The Historical Perspectives in Industrial and Organizational Psychology* L. Koppes (ED). *Journal of the History of the Behavioral Sciences*, 43, 4, 429-430.

Landy, F. J. (2008). Stereotypes, Bias, and Personnel Decisions: Strange and Stranger. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 379-392.

Landy, F. J. (2008). Stereotypes, Implicit Association Theory, and Personnel Decisions I guess we will have to agree to disagree. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 444-453.

Research Grants/Contracts

- 1968** U.S. Dept. of Labor. Motivation and Satisfaction of Professional Engineers. (\$14,349)
- 1970** National Science Foundation. Anticipated Satisfaction of Engineering Students. (\$4,600)
- 1971** U.S. Department of Justice. Police Performance Measurement. (\$81,051)
- 1972** U.S. Department of Justice Police Performance Measurement. (\$129,782)
- 1973** Penn State Instructional Development Grant. Personalized Instruction System Development for Introductory Psychology. (\$4,100)
- 1975** H. Thomas Hallowell Chair in Industrial Psychology (through 1980). (\$75,000)
- 1976** Swedish National Board of Education Teacher Style and Student Behavior. (\$4,000)
- 1977-1981** Grants from industries for Industrial and Organizational Research and Training Program at Penn State. (\$115,000)
- 1980** Office of Naval Research/Office of Personnel Management Conference on Performance Theory and Measurement. (\$31,081)
- 1980-1984** Office of Naval Research Developmental Motivation Theory. (\$238,070)
- 1982** Office of Naval Research. Funds for Administering the High School Research Intern Program at Penn State for the Summer of 1982.
- 1986-1987** Funding for Applied Psychology Institute from the College of Liberal Arts, Graduate School, West Penn Power Co., Academic Assistance Program (PSU), Pennsylvania State Police, McDevitt and Street. (Total approximately \$70,000)
- Continuing Funding for Applied Psychology Institute from State Attorney General's Office, Pennsylvania State Police, Academic Assistance Program. (\$273,000)

Boeing Corporation to Applied Psychology Institute for Study of Cognitive Ability Demands of Middle Level Managers. (\$92,000)

NIOSH - Data Collection on Time Urgency Scales. (\$4,000)

1989-1994 U.S. Department of Agriculture - Evaluation of OPM Demonstration Project. (\$1.8 Million)

Pennsylvania State Police - Special Assignment Placement System. (\$79,000)

1990 Boeing Corporation - Training Program for Management Assessment. (\$46,000)
Equal Employment Opportunity Commission - Study of Aging and Public Safety. (\$900,000)

1990-1991 Nuclear Regulatory Commission - Study of Safety in Nuclear Power Plants. (\$600,000)

1991-1992 American Dietetics Association - In Collaboration with Planning Studies - Development of Self-Assessment Modules: Phase I. (\$800,000)

Boeing Helicopters - Work Sample Testing. (\$64,000)

1992 Corning - Asahi - Organizational Diagnosis. (\$25,000)

1992 Pennsylvania Department of Transportation - Evaluation of Employee Involvement Program. (\$77,000)

1992 American Dietetics Association - In Collaboration with Planning Studies - Development of Self-Assessment Modules: Phase II. (\$770,000)

1993 Training and delivery of highway information systems (with Pennsylvania Transportation Institute). (\$69,000)

1993 U.S. Department of Defense - Defense conversion initiative in Philadelphia Naval Shipyard. (\$219,000)

Papers and Presentations

Approximately 600 presentations at conventions, professional meetings, and non-Penn State University Colloquia in the past 30 years.

External Consulting and Research Contacts

Philadelphia Electric Co.

General Public Utilities:

Three Mile Island Nuclear Facility

Oyster Creek Nuclear Facility

PARADE Magazine

Pittsburgh Plate Glass

World Bank

City of New York Personnel Department

New York City Police Department

Personnel Department, City of Philadelphia

RCA

Johnson and Johnson:
Echo-Ultrasound
IREX
Technicare-Denver
CitiBank of New York
CertainTeed Corporation
Stouffer's Frozen Foods Co.
King, Ballow and Little - Law Firm
Pennsylvania State Civil Service Commission
Mexican American Legal Defense Fund
Lewistown Hospital
New Jersey State Civil Service Commission
New Jersey State Attorney General's Office
Gordon, Scheckman and Gordon - Law Firm
Brown-Boveri Corp.
SPS Technologies, Inc.
New York State Civil Service Commission
Foreman and Wickes - Law Firm
City of Columbus (Ohio) Department of Police
City of Columbus (Ohio) Fire Department
City of Columbus (Ohio) City Attorney's Office
City of Akron Department of Law
City of Wilmington (Delaware) Department of Public Safety
State of Maryland
General Public Utility Nuclear Corporation
New York State Department of Law - Attorney General's Office
Minitab
Armstrong World Industries
City of Cleveland - Department of Law
Photomedica - Division of Johnson and Johnson
City of Cleveland - Civil Service Commission
City of Cleveland - Division of Fire
Westmark - A Division of Squibb, Inc.
West Penn Power Co.
City of Denver
State Attorney General's Office of Pennsylvania
Pennsylvania State Police
Eichorn, Eichorn, and Link - Law Firm
Northern Indiana Public Service Co. (NIPSCO)
Gentry and Phillips - Law Firm
Edwin H. Sty - Law Firm
Kraft Foods, Inc.
District of Columbia - Division of Fire
City of Chicago - Division of Law
City of Grand Rapids - City Attorney's Office
Communications Workers of America
Old Bridge Township, New Jersey
Bell Atlantic Corporation
Advanced Technology Laboratories
Swedish Nuclear Inspection Agency
Liquor Enforcement Bureau of Pennsylvania State Police

C. Itoh, Inc.
City of Cincinnati
Commonwealth Court: Philadelphia
St. Paul Firefighters Union
Illinois State Police
Illinois Attorney General
City of Chicago Police Department
City of Chicago Fire Department
City of Tulsa Civil Service Commission
City of Austin Police Department
Pennsylvania Human Relations Commission
City of Colorado Springs
US West
City of Kansas City, KS, Police Department
City of New York Tests and Measurement
Denver, Colorado City Attorney
SEPTA
Target Stores
Leahy Law Offices
New York City Law Department - Arluck
City of Columbus Bio Data
Communications Workers of America
Lightman Law Offices
City of Buffalo-Department of Law
Stella D'Oro
Heidrick and Struggles
Port Authority of New York and New Jersey
City of Austin - Police Recruitment
City of Tulsa - Civil Service Commission
Lemon Growers
Ethan Allen
United Mine Workers
City of Buffalo Civil Service Commission
NYNEX
Department of Justice
Massachusetts Department of Personnel Administration
EEOC
Computer Science Corporation
Hollington Law Offices
Norfolk Southern
Conybeare Law Offices
City of Franklin, TN
San Mateo County
DuPont
Ceridian
Borough of Juneau, Alaska
City of Sheboygan
PG&E
Monument Mortgage
First Data Corporation
New York State Supervisor Test Assessment

INRTEK
Honda of America Manufacturing, Inc.

Litigation Services Consulting and Testimony

- 2001 EEOC v. Venator (United States District Court, Southern District of New York) -
Defendant - deposition
- 2001 Barnes v. NYNEX, Inc. (United States District Court, Southern District of New
York) - Defendant - deposition
- 2001 Gulino v. Board of Education of the City School District of the City of New York
(United States District Court, Southern District of New York) - Plaintiff trial
testimony
- 2001 Segar v. Ashcroft Civil Action #77-0081 (DEA) – Defendant - deposition
- 2001 Cotter et al. v. City of Boston (United States District Court – District of
Massachusetts) - Plaintiff - deposition
- 2001 Crum v. State of Alabama – Defendant - deposition
- 2001 Bates et al. v. UPS (United States District Court, N.D. California) - Defendant -
deposition
- 2001 Bacon et al. v. Honda of America Manufacturing, Inc. (Exempt) (United States
District Court, Southern District of Ohio, Eastern Division at Columbus). -
Defendant - trial testimony
- 2002 National Treasury Employees Union v. Internal Revenue Service - Defendant - trial
testimony
- 2002 Miller, et al. v. Baltimore Gas and Electric Company, et al. (United States District
Court, For the District of Maryland, Northern Division) - Defendant - deposition
- 2002 Arnold et. al. v. Cargill, Incorporated (court file #01-2086 DWF/AJB) – Defendant
- deposition
- 2003 Moore v. Summers Civil Action #00-0953 (Secret Service)- Defendant - deposition
- 2004 Whitaker v. 3M Corporation – Defendant - deposition
- 2004 IRS for Tax Specialist Arbitration - contract number TIRNO 06-P-00397 –
Defendant – testimony
- 2004 Chertoff v. Contreras (US Customs Service) (DC02-CV-923) - Defendant

2005 Bradley v. City of Lynn, et al. (United States District Court, District of Massachusetts) - Plaintiff - trial testimony

2005 National Beverage Corporation v. Broward County CASE #02-10896 (12) – Plaintiff

2006 Ellis et al. v. Costco Warehouse Sales, Inc. - Defendant - deposition

2006 Braun & Hummel v. Wal-Mart Stores (Pennsylvania) – Plaintiff - testimony

2006 Colabufo v. Cunningham Lindsey - Defendant

2006 Badgley & Whitney et. al. v. Vermont State Police – Plaintiff – testimony

2007 Coe v. Buyers Products - Defendant

2007 Bartlett and Bates v. Rubio’s Restaurants – Defendant

2007 U.S. EEOC v. Lockheed Martin Corporation Civil Action #05-cv-22287-RWT – Defendant

2007 U.S. v. city of New York Civil Action #07-2067 (EDNY) (DOJ) - Plaintiff

2007 Bouman v. BACA, et. al. CD CA Civil Action #80-1341 RMT (LASD) - Plaintiff

2007 PHRC v. Sharpsville CBA (PSEA) - Defendant

2007 Test Appeals of Captains Caspers, Kearns, Semler, Seymour & Sweeney OAH 1006-BPC-0001; 0002; 0003; 0004; 0005 – Defendant – deposition and testimony

2007 Moreno & Moraila v. Guerrero Mexican Food Products (Division of Gruma Corporation) Case #CV05-7737 DSK (PLAx) – Defendant Deposition

2007 Braun v. Wal-Mart Stores (Minnesota) - Plaintiff

2007 Allen v. McWane WC - Plaintiff

2007 OFCCP Salt Lake City – Verizon Audit – Defendant

2007 Thompson v. Lerma & Wal-Mart Stores - Plaintiff

2008 Hughes v. Mississippi Transportation Commission C. #3:06cv81 HTW-JCS (S.D. Miss.) - Defendant

2008 Celia L. Hale, et. al. v. Wal-Mart Stores, Inc. Case #01-CV-218710 - Plaintiff

2008 SEC v. NTEU (Securities Commission) - Defendant

2008 OFCCP Audit: Kraft Foods - Defendant

2008 Butler v. Mississippi Transportation Commission – Defendant

2008 Stewart v. Loftin and Mississippi Transportation Commission – Defendant

2008 Carter v. Wal-Mart Stores (South Carolina) – Plaintiff

2008 Barnett v. Wal-Mart Stores (Washington) – Plaintiff

2008 Puchalski v. Taco Bell (California) - Defendant

