

## Vita - Kevin R. Murphy

**Address:** Department of Psychology Phone: (814) 863-3373  
Pennsylvania State University FAX: (814) 863-7002  
University Park, PA 16802 krmurphy@psu.edu

### Education:

B.A. Siena College, 1974  
Major: Psychology  
M.S. Rensselaer Polytechnic Institute, 1976  
Major: Industrial/Organizational Psychology  
Ph.D. The Pennsylvania State University, 1979  
Major: Industrial/Organizational Psychology  
Minors: Multivariate Statistics; Psychometrics

### Academic Position

Professor of Psychology and Information Sciences and Technology (2006-present),  
Pennsylvania State University  
Director, International Center for the Study of Terrorism (2006-2007),  
Pennsylvania State University  
Head, Department of Psychology (2003-2006), Pennsylvania State University  
Professor of Psychology (2000-2006), Pennsylvania State University  
Professor (1988-2000), Associate Professor (1986-1988), Assistant Professor of  
Psychology (1984-1986) Department of Psychology, Colorado State University  
Assistant Professor of Psychology (1981-1984), Department of Psychology, New York  
University  
Assistant Professor of Psychology (1979-1981), Department of Psychology, Rice  
University

### Visiting Appointments

Department of Psychology, University of Stockholm, Sweden - 1977-78  
Department of Psychology and School of Business Administration, Univ. of California,  
Berkeley - Fall, 1991  
Navy Personnel Research and Development Center, 1985 (Visiting Scientist - Summer),  
1992 (Visiting Scientist - Sabbatical)  
Dept. of Personnel and Employment Relations, School of Business, University of  
Limerick, Ireland - 1998-99

### Editorial Positions

Editor, *Journal of Applied Psychology* (1996 - 2002), Associate Editor, *Journal of Applied Psychology* (1991 - 1996)  
Guest Editor, *Group and Organizational Management*, Special Issue: Performance Appraisal: Evolution and Change (A. Tziner, K. Murphy & J. Cleveland, Eds.)  
Editorial Board member, *Journal of Applied Psychology* (1989-1991; 2008-present), *Human Performance* (1988 - present), *Personnel Psychology* (1990 - 1996; 2002 - present), *International Journal of Selection and Assessment* (1991 - 2002), *Journal of Vocational Behavior* (1991 - 1993), *Human Resource Management Review* (1997 - present); *Journal of Industrial Psychology* (1998 - present); *International Journal of Management Reviews* (1999 - present), *Terrorism Research* (2007-present), *Industrial and Organizational Psychology: Perspectives on Science and Practice* (2007-present)  
Senior Advisory Board, *Encyclopedia of Industrial and Organizational Psychology*, (Sage)

**Grants, Fellowships, Contracts**

Development of a Deterrence Framework: Social Science Contributions. Defense Threat Reduction Agency, 2008, \$153,000

Linking UK Content Expertise with Computer-Based Analysis for Prediction of Individual and Group-Related Activities. Office of Naval Research. 2008-2011, co-PI, \$525,000

Evaluation of Light-based System for Disabling Target Individuals. ARL-Intelligent Optical Systems, Torrence, CA, 2007-2008 - \$13,000

Evaluation of Methods for Drawing Inferences About Non-State Actors' Perceptions of the Risks and Benefits of Seeking and Acquiring WMD, Defense Threat Reduction Agency, 2007, \$113,000

Applications of "Psychology of Terrorism" Studies to Combating Nuclear Weapons Acquisition and Use. Defense Threat Reduction Agency, 2007, \$50,000

Anomalous Behavior Detection. Office of Naval Research, 2005-2008, co-PI, \$225,000

Study to Quantify the Benefits and Costs of Simulated versus Live-Fire Training at USMC Ranges, US Marine Corps Systems Command, 2006-2008, \$584,213.

Evaluate Recruiting Efficiency, US Marine Corps Recruiting Command, 2001-2003, \$368,750

Validation of FACTOR 1000 for pre-employment applications, Performance Factors, 1995, \$10,664

Assessing Pre-Employment Alcohol Testing, American Trucking Association, Summer, 1994, \$5,000

Assessing the Performance of Surface Warfare Officers, U.S. Army Research Office, TCN 93-453, 1993, \$15,798.

ASEE/U.S. Navy Sabbatical Fellowship, Navy Personnel Research and Development Center, Winter, 1992.

Effects of employee drug testing on work attitudes and behaviors, NIDA Grant 1R01DA005814-011989, \$84,037. Reprinted in Moore, P. (1990). Models for success: A look at grant-winning proposals. Alexandria, VA. Capitol Publications.

Officer Career Model Development, U. S. Army Research Office, DO 1664 1989, \$10,013.

Dimensions of Job Performance. U.S. Army Research Office, TCN 86-145, 1986 \$36,108

ASEE/U.S. Navy Faculty Fellowship, Navy Personnel Research and Development Center, Summer 1985.

Spencer Foundation Grant to Young Scholars - September 1981

Fulbright-Hays grant for study in Sweden September 1977

### **Association Memberships**

Fellow, American Psychological Association  
Fellow, Society for Industrial and Organizational Psychology (Div. 14, APA)  
Fellow, Division on Evaluation, Measurement and Statistics (Div. 5, APA)  
Charter Fellow, Association for Psychological Science  
Member, International Association for Applied Psychology

### **Awards, Offices and Boards**

President, Society for Industrial and Organizational Psychology (1997)  
Council of Editors, American Psychological Association (1996-present)  
Representative to APA Council (Div. 14) (2000-2003)  
Distinguished Scientific Contribution Award, Society for Industrial and Organizational Psychology (2004)  
Member, Conference Review Committee, Science Directorate, American Psychological Association (2004 – 2006)  
Chair, Committee on Scientific Awards, American Psychological Association (Member 2006 – 2007, Chair 2008-2009)  
Member, Board of Scientific Affairs, American Psychological Association (2009-2011)

### **Review Panels and Scientific Advisory Boards**

Member, National Academy of Sciences Committee on Performance Appraisal (1990-91)  
Member, National Academy of Sciences Committee on Drug Use in the Workplace (1991-93)  
Chair, Department of Defense Advisory Committee on Military Personnel Testing (member 1991-95, Chair, 1995-1998)  
Member, National Research Council Roundtable on Work, Learning and Assessment (1997-98)  
Member, National Academy of Sciences Committee to Review the Scientific Evidence on the Polygraph (2001-2003)  
Program reviewer for National Science Foundation, Economic and Social Research Council, Department of Homeland Security

### **Courses Taught**

#### Graduate

Multivariate Statistics, Personnel Psychology, Person Perception, Job Analysis and Performance Appraisal, Introduction to Psychological Testing, Assessment in Organizations, Introduction to Statistics I and II, Industrial/Organizational Psychology, Factor Analysis, Human Resource Management, Fairness in Personnel Administration, Counterproductive Behavior in Organizations

#### Undergraduate

Psychological Testing, Basic Statistics, Advanced Managerial Psychology, General Psychology, Organizational Psychology, Industrial/Organizational Psychology, Personnel Selection in Business and the Public Sector, Honesty in the Workplace

**Books**

- Murphy, K., & Davidshofer, C. (1988). *Psychological testing: Principles and applications*. Englewood Cliffs, NJ: Prentice Hall.
- Murphy, K., & Saal, F. E. (1990). *Psychology in organizations: Integrating science and practice*. Hillsdale, NJ: Erlbaum.
- Murphy, K., & Cleveland, J. (1991). *Performance appraisal: An organizational perspective*. Boston: Allyn & Bacon.
- Murphy, K., & Davidshofer, C. (1991). *Psychological testing: Principles and applications* (2nd Ed). Englewood Cliffs, NJ: Prentice Hall.
- Murphy, K. (1993). *Honesty in the workplace*. Monterey, CA: Brooks/Cole.
- Murphy, K., & Davidshofer, C. (1994). *Psychological testing: Principles and applications* (3rd Ed). Englewood Cliffs, NJ: Prentice Hall
- Murphy, K. & Cleveland, J. (1995). *Understanding performance appraisal: Social, organizational and goal-oriented perspectives*. Newbury Park, CA: Sage.
- Murphy, K. (1996). *Individual differences and behavior in organizations*. San Francisco: Jossey-Bass
- Murphy, K., & Davidshofer, C. (1998). *Psychological testing: Principles and applications* (4th Ed). Englewood Cliffs, NJ: Prentice Hall.
- Murphy, K. & Myers, B. (1998) *Statistical power analysis: A simple and general model for traditional and modern hypothesis tests*. Mahwah, NJ: Erlbaum.
- Cleveland, J., Stockdale, M & Murphy, K (2000). *Women and men in organizations*. Mahwah, NJ: Erlbaum.
- Murphy, K., & Davidshofer, C. (2001). *Psychological testing: Principles and applications* (5th Ed). Englewood Cliffs, NJ: Prentice Hall.
- Murphy, K. (2003). *Validity generalization: A critical review*. Mahwah, NJ: Erlbaum.
- Murphy, K. & Myers, B. (2003) *Statistical power analysis: A simple and general model for traditional and modern hypothesis tests* (2nd Ed). Mahwah, NJ: Erlbaum.
- Murphy, K., & Davidshofer, C. (2005). *Psychological testing: Principles and applications* (6th Ed). Upper Saddle River, NJ: Prentice Hall.
- Murphy, K. (2006). *A Critique of Emotional Intelligence: What are the Problems and How Can They be Fixed?* Mahwah, NJ: Erlbaum.
- Murphy, K., Myers, B. & Wolach, A. (2009). *Statistical power analysis: A simple and general model for traditional and modern hypothesis tests* (3rd Ed). Mahwah, NJ: Erlbaum.

**Contributing Author**

Milkovich, G.T. & Wigdor, A.K. (1991) *Pay for performance*. Washington, DC: National Academy Press.

O'Brien, C. & Normand, J. (1994). *Under the influence? Drug use and the American work force*. Washington, DC: National Academy Press.

National Research Council (2003). *The polygraph and lie detection*. Washington, DC: National Academy Press.

**Articles**

Landy, F., Barnes, J., & Murphy, K. (1978). Correlates of perceived fairness and accuracy of performance evaluation. *Journal of Applied Psychology*, 63, 751-754. Reprinted in K. Bradley (1994), *The International Library of Management*. Aldershot, England: Dartmouth.

Murphy, K. (1979). Comment of Pugh's method and model for assessing environmental effect. *Organizational Behavior and Human Performance*, 23, 56-59.

Nystedt, L., & Murphy, K. (1979). Some conditions affecting the utility of subjectively weighted models in decision making. *Perceptual and Motor Skills*, 49, 583-590.

Murphy, K. (1982). Difficulties in the statistical control of halo. *Journal of Applied Psychology*, 67, 161-164.

Murphy, K., Garcia, M., Kerkar, S., Martin, C., & Balzer, W. (1982). The relationship between observational accuracy and accuracy in evaluating performance. *Journal of Applied Psychology*, 67, 320-325. Reprinted in K. Bradley (1994), *The International Library of Management*. Aldershot, England: Dartmouth.

Lane, D., Murphy, K., & Marques, T. (1982). Measuring cue importance in policy capturing. *Organizational Behavior and Human Performance*, 30, 231-240.

Murphy, K. (1982). Assessing the discriminant validity of regression models and subjectively weighted models of judgments. *Multivariate Behavioral Research*, 17, 354-370.

Murphy, K., Martin, C., & Garcia, M. (1982). Do behavioral observation scales measure observation? *Journal of Applied Psychology*, 67, 562-567.

Murphy, K. (1983). Fooling yourself with cross-validation: Single-sample designs. *Personnel Psychology*, 36, 111-118.

Balzer, W., Rohrbaugh, J., & Murphy, K. (1983). Reliability of actual and predicted judgments over time. *Organizational Behavior and Human Performance*, 32, 109-123.

Murphy, K., Balzer, W., Kellam, K., & Armstrong, J. (1984). Effect of purpose of rating on accuracy in observing teacher behavior and evaluating teaching performance. *Journal of Educational Psychology*, 76, 45-54.

- Murphy, K. (1984). Cost-benefit considerations in choosing among cross-validation designs. *Personnel Psychology*, 37, 15-22.
- Murphy, K., Balzer, W., Lockhart, M., & Eisenman, E. (1985). Effects of previous performance on evaluations of present performance. *Journal of Applied Psychology*, 70, 72-84.
- Banks, C., & Murphy, K. (1985). Toward narrowing the research-practice gap in performance appraisal. *Personnel Psychology*, 38, 335-345. Reprinted in Landy, F. (1986). *Readings in Industrial and Organizational Psychology*. Homewood, IL: Dorsey Press.;
- Baird, L., Beatty, R., Beccia, P., & Schneier, C. (1986). *The Performance Management Sourcebook*. Amherst, MA; *Human Resource Development and Performance* (1986). Emerson, NJ: KEND Publishing; K. Bradley (1994), *The International Library of Management*. Aldershot, England: Dartmouth.
- Murphy, K. (1986). When your top choice turns you down: Effects of rejected offers on selection test utility. *Psychological Bulletin*, 99, 133-138. Reprinted in N. Anderson and U. Hulsheger (2008). *Employee Selection and Performance*. London: Sage.
- Murphy, K., & Balzer, W. (1986). Systematic distortions in memory-based behavior ratings and performance evaluations: Consequences for rating accuracy. *Journal of Applied Psychology*, 71, 39-44.
- Murphy, K., Gannett, B., Herr, B., & Chen, J. (1986). Effects of subsequent performance on evaluations of previous performance. *Journal of Applied Psychology*, 71, 427-431.
- Murphy, K., Herr, B., Lockhart, M., & Maguire, E. (1986). Evaluating the performance of paper people. *Journal of Applied Psychology*, 71, 654-661.
- Murphy, K. (1987). The accuracy of clinical vs. computerized test interpretations. *American Psychologist (comment section)*, 42, 192-193.
- Murphy, K., & Constans, J. (1987). Behavioral anchors as a source of bias in rating. *Journal of Applied Psychology*, 72, 573-579.
- Murphy, K. (1987). Detecting infrequent deception. *Journal of Applied Psychology*, 72, 611-614.
- Murphy, K., & Reynolds, D. (1988). Does true halo affect observed halo? *Journal of Applied Psychology*, 73, 235-238.
- Murphy, K., Philbin, T., & Adams, S. (1989). Effect of purpose of observation on accuracy of immediate and delayed performance ratings. *Organizational Behavior and Human Decision Processes*, 43, 336-354.
- Murphy, K. & Pardaffy, V. (1989). Bias in behaviorally anchored ratings scales: Global or scale-specific? *Journal of Applied Psychology*, 74, 343-346.
- Cleveland, J., Murphy, K. & Williams, R. (1989). Multiple uses of performance appraisal: Prevalence and correlates. *Journal of Applied Psychology*, 74, 130-135. Reprinted in K. Bradley (1994), *The International Library of Management*. Aldershot, England: Dartmouth.

- Murphy, K. (1989). Maybe we should shoot ourselves in the foot: A reply to Manhardt. *The Industrial Psychologist*, 26(3), 45-46.
- Murphy, K. & Balzer, W. (1989). Rater errors and rating accuracy. *Journal of Applied Psychology*, 74, 619-624. Reprinted in K. Bradley (1994), *The International Library of Management*. Aldershot, England: Dartmouth.
- Murphy, K. (1989). Is the relationship between cognitive ability and job performance stable over time? *Human Performance*, 2, 183-200.
- Murphy, K. & Jako, R. (1989). Under what conditions are observed intercorrelations greater or smaller than true intercorrelations. *Journal of Applied Psychology*, 74, 827-830.
- Murphy, K. (1990). If the null hypothesis is impossible, why test it? *American Psychologist (comment section)*, 45, 403-404.
- Murphy, K., Thornton, G. C. III, & Reynolds, D. H. (1990). College students' attitudes toward employee drug testing programs. *Personnel Psychology*, 43, 615-631.
- Jako, R. A. & Murphy, K. (1990). Distributional ratings, judgment decomposition, and their impact on inter-rater agreement and rating accuracy. *Journal of Applied Psychology*, 75, 500-505.
- Murphy, K., Thornton, G. C. III, & Prue, K. (1991). The influence of job characteristics on the acceptability of employee drug testing. *Journal of Applied Psychology*, 76, 447-453.
- Murphy, K. (1991). Criterion issues in performance appraisal research. Behavioral accuracy vs. classification accuracy. *Organizational Behavior and Human Decision Processes*, 50, 45-50.
- Murphy, K., & Thornton, G. C. III (1992). Characteristics of employee drug testing policies. *Journal of Business and Psychology*, 6, 295-309.
- Murphy, K., & Thornton, G. C. III (1992). Development and validation of a measure of attitudes toward employee drug testing. *Educational and Psychological Measurement*, 52, 189-201.
- Murphy, K. & Anhalt, R.L. (1992). Is halo error a property of the rater, ratees, or the specific behaviors observed? *Journal of Applied Psychology*, 77, 494-500.
- Murphy, K., Jako, R.A. & Anhalt, R.L. (1993). The nature and consequences of halo error: A critical analysis. *Journal of Applied Psychology*, 78, 218-225.
- Yu, J. & Murphy, K. (1993). Modesty bias in self ratings of performance: A test of the cultural relativity hypothesis. *Personnel Psychology*, 46, 357-363.
- Murphy, K. (1993). The situational specificity of validities: Correcting for statistical artifacts does not always reduce the trans-situational variability of correlation coefficients. *International Journal of Selection and Assessment*, 1, 158-162.
- Murphy, K. (1993). Integrating research on work adjustment with research on job performance and behavior in organizations: Perspectives from Industrial/Organizational Psychology. *Journal of Vocational Behavior*, 43, 98-104.

- Murphy, K. & Lee, S. (1994). Personality variables related to integrity test scores: The role of conscientiousness. *Journal of Business and Psychology, 8*, 413-424.
- Murphy, K. & Lee, S. (1994). Does conscientiousness explain the relationship between integrity and performance? *International Journal of Selection and Assessment, 2*, 226-233.
- Murphy, K. (1994). Potential effects of banding as a function of test reliability. *Personnel Psychology, 47*, 477-496.
- Gosselin, A. & Murphy, K. (1994). L'échec de l'évaluation de la performance [The failure of performance appraisal]. *Gestion [Management], 19* (3), 17-28. Reprinted in "Gérer la performance au travail: Tendances et conditions de succes", *Revue Gestion – Collection Racines du Savoir*, 2001.
- Murphy, K., Osten, K. & Myers, B. (1995). Modeling the effects of banding in personnel selection. *Personnel Psychology, 48*, 61-84.
- Murphy, K. & Myers, B. (1995). Evaluating the logical critique of banding. *Human Performance, 8*, 191-201.
- Thornton, G. & Murphy, K. (1995). Statistics and employment testing. *Employment Testing Law and Policy Reporter, 4*(8), 113-118, 124.
- Murphy, K. (1995). Why preemployment alcohol testing is such a bad idea. *Business Horizons* (September/October), pp. 1-6.
- Murphy, K. & Wright, K. (1996). Accounting for the apparently limited validity of preemployment drug and alcohol tests: States versus traits as predictors of future performance and suitability. *Human Performance, 9*, 331-347
- Slater, M., Rouner, D., Murphy, K., Beauvais, F., Van Leuven & Rodriguez, M. (1996). Adolescent male reactions to TV beer ads: The effects of sports content and programming context. *Journal of Studies on Alcohol, 57*, 425-433.
- Slater, M., Rouner, D., Murphy, K., Beauvais, F., Van Leuven & Rodriguez, M. (1996). Adolescent counterarguing of TV beer advertisements: Evidence of the effectiveness of alcohol education and critical viewing discussions. *Journal of Drug Education, 26*, 143-156.
- Slater, M., Rouner, D., Beauvais, F., Murphy, K., Domenech-Radriquez & VanLeuven, J. (1996). Adolescent perceptions of underage drinkers in TV beer ads. *Journal of Alcohol and Drug Education, 42*, 43-56.
- Murphy, K. (1997). Editorial. *Journal of Applied Psychology, 82*, 1-3.
- Tziner, A., Prince, B. & Murphy, K. (1997). PCPAQ- The questionnaire for measuring the perceived political considerations in performance appraisal: Some new evidence regarding its psychometric properties. *Journal of Social Behavior and Personality, 12*, 189-200.

- Slater, M., Rouner, D., Domenech-Rodriguez, M. Beauvais, F., Murphy, K. & Van Leuven, J. (1997). Adolescent responses to TV beer ads and sports content/context: gender and ethnic differences. *Journalism and Mass Communications Quarterly*, 74, 108-122.
- Cleveland, J., Shore, L. & Murphy, K. (1997). Person and context-oriented perceptual age measures: Additional evidence of distinctiveness and usefulness. *Journal of Organizational Behavior*, 18, 239-251. Awarded Citation of Excellence by Editorial Advisory Board, ANBAR Electronic Intelligence.
- Murphy, K. & Shiarella, A. (1997). Implications of the multidimensional nature of job performance for the validity of selection tests: Multivariate frameworks for studying test validity. *Personnel Psychology*, 50, 823-854.
- Tziner, A., Murphy, K., Cleveland, J., Beaudin, G. & Marchand, S. (1998). Impact of rater beliefs regarding performance appraisal and its organizational contexts on appraisal quality. *Journal of Business and Psychology*, 12, 457-467.
- Slater, M., Karan, D., Rouner, D., Murphy, K. & Beauvais, F. (1998). Developing and assessing alcohol warning content: responses to quantitative information and behavioral recommendations in warnings with TV beer ads. *Journal of Public Policy and Marketing*, 17, 48-60.
- Slater, M., Rouner, D., Domenech-Rodriguez, M., Beauvias, F., Murphy, K. & Estes, E. (1998). How adolescents counterargue television beer advertisements: Implications for education efforts. *Journal of Health Education*, 29, 100-105.
- Arvey, R. & Murphy, K. (1998). Personnel evaluation in work settings. *Annual Review of Psychology*, 49, 141-168.
- Murphy, K. & Myers, B. (1999). Testing the hypothesis that treatments have negligible effects: Minimum-effect Tests in the general linear model. *Journal of Applied Psychology*, 84, 234-248.
- Tziner, A. & Murphy, K. (1999). Additional evidence of attitudinal influences in performance appraisal. *Journal of Business and Psychology*, 13, 407-419.
- Slater, M., Rouner, D., Karan, K. & Beauvais, F. (1999). Placing alcohol warnings before, during, and after TV beer ads: Effects on knowledge and responses to the ads and the warnings. *Journalism and Mass Communications Quarterly*, 76, 468-484.
- Morin, D. & Murphy, K. (1999) Analyse empirique de la relation entre le contexte de l'évaluation de rendement et l'indulgence de l'évaluateur [The relationship between performance appraisal context and rating inflation]. *Relations Industrielles [Industrial Relations]*, 54, 694-726.
- Tziner, A., Joanis, C. & Murphy, K. (2000). A comparison of three methods of performance appraisal with regard to goal properties, goal perception and ratee satisfaction. *Group and Organizational Management*, 25, 175-190.
- Cleveland, J.N., Gunnigle, P, Hearty, N., Morley, M. & Murphy, K (2000) Human resource management practices of U.S.-owned multinational corporations in Europe: Accommodation or imposition ? *Irish Business Administrative Research*, 21, 9-28

- Thornton, G.C.III, Murphy, K.R, Everest, T.M. & Hoffman, C.C. (2000). Higher cost, lower validity and higher utility: Comparing the utilities of two tests that differ in validity, costs, and selectivity. *International Journal of Selection and Assessment*, 8, 61-75.
- Murphy, K. (2000) Impact of assessments of validity generalization and situational specificity on the science and practice of personnel selection. *International Journal of Selection and Assessment*, 8, 194-206.
- Murphy, K & DeShon, R. (2000). Inter-rater correlations do not estimate the reliability of job performance ratings. *Personnel Psychology*, 53, 873-900
- Murphy, K. & DeShon, R. (2000). Progress in psychometrics: Can industrial and organizational psychology catch up? *Personnel Psychology*, 53, 913-924
- Campion, M.A., Outtz, J.L., Zedeck. S., Schmidt, F.L., Kehoe, J.F., Murphy, K.R. & Guion, R.M. (2001). The controversy over score banding in personnel selection: Answers to 10 key questions. *Personnel Psychology*, 54, 149-186.
- Beatty, J.C., Cleveland, J.N. & Murphy, K.R. (2001). The relationship between personality and contextual performance in "strong" versus "weak" situations. *Human Performance*, 14, 125-148.
- Tziner, A., Murphy, K.R. & Cleveland, J.N. (2001). Relationships between attitudes toward organizations and performance appraisal systems and rating behavior. *International Journal of Selection and Assessment*, 9, 226-239.
- Murphy, K. (2002). Can conflicting perspectives on the role of "g" in personnel selection be resolved? *Human Performance*, 15, 173-186.
- Tziner, A., Murphy, K. & Cleveland, J. (2002). Does conscientiousness moderate the relationship between attitudes and beliefs regarding performance appraisal and rating behavior? *International Journal of Selection and Assessment*, 10, 218-224.
- Gunnigle, P., Murphy, K., Cleveland, J., Heraty, N. & Morley, M. (2002). Localization in human resource management: Comparing American and European multinational corporations. *Advances in International Management*, 14, 259-284.
- Murphy, K.R. (2002) Editorial. *Journal of Applied Psychology*, 87, 1019
- Murphy, K.R. (2002) Chronicling the careers of eminent women: A wealth of data and a shortage of analysis. *Contemporary Psychology*, 47 (5), 618-620.
- Murphy, K.R., Cronin, B. & Tam, A.P. (2003). Controversy and consensus regarding the use of cognitive ability testing in organizations. *Journal of Applied Psychology*, 88, 660-671.
- Murphy, K.R., Cleveland, J.N., Kinney, T.B., Skattebo, A.L., Newman, D.A. & Sin, H.P. (2003). Unit climate, rater goals, and performance ratings in an instructional setting. *Irish Journal of Management*, 24, 48-65.
- Murphy, K.R., Cleveland, J.N., Skattebo, A.L. & Kinney, T.B. (2004). Raters who pursue different goals give different ratings. *Journal of Applied Psychology*, 89, 158-164.

- Murphy, K.R. & Tam, A.P. (2004). The decisions job applicants must make: Insights from a Bayesian perspective, *International Journal of Selection and Assessment*, 12, 66-74.
- Tam, A.P, Murphy, K.R & Lyall, T. (2004). Can changes in differential dropout rates reduce adverse impact: a computer simulation of a multi-wave selection system. *Personnel Psychology*, 57, 905-934.
- Tziner, A., Murphy, K.R. & Cleveland, J.N. (2005). Contextual and rater factors affecting rating behavior. *Group and Organizational Management*, 30, 89-98.
- Murphy, K.R. & Dzieweczynski, J.L. (2005). Why don't measures of broad dimensions of personality perform better as predictors of job performance? *Human Performance*, 18, 343-357.
- Morgeson, F. P., Campion, M. A., Dipboye, R. L., Hollenbeck, J. R., Murphy, K., & Schmitt, N. (2007). Reconsidering the use of personality tests in personnel selection contexts. *Personnel Psychology*, 60, 683-729.
- Morgeson, F. P., Campion, M. A., Dipboye, R. L., Hollenbeck, J. R., Murphy, K., & Schmitt, N. (2007). Are we getting fooled again? Coming to terms with limitations in the use of personality tests for personnel selection. *Personnel Psychology*, 60, 1029-1049.
- Murphy, K.R. (2008) Explaining the weak relationship between job performance and ratings of job performance. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 148-160.
- Murphy, K.R. (2008). Perspectives on the Relationship Between Job Performance and Ratings of Job Performance. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 197-205.
- Murphy, K.R., Dzieweczynski, KJ.L. & Yang, Z. (In press). Positive manifold limits the relevance of content-matching strategies for validating selection test batteries. *Journal of Applied Psychology*
- Tziner, A., Murphy, K.R., Cleveland, J.N., Yavo, A. & Hayoon, E. (In press). A new old question: Do contextual factors relate to rating behavior? - An investigation with peer evaluations. *International Journal of Selection and Assessment*

## **Chapters**

- Murphy, K. (1988). Psychological measurement: Abilities and skills. *In International Review of Industrial and Organizational Psychology*, Vol. 3, C. Cooper & I. Robertson (Eds.), Wiley.
- Murphy, K., & Constans, J. (1988). Psychological issues in scale format research: Behavioral anchors as a source of bias of ratings. In R. L. Cardy, S.M. Puffer, & J. M. Newman (Eds.), *Advances in Information Processing in Organizations*, Vol. 3. Greenwich, CT: JAI Press.
- Murphy, K. (1989) Dimensions of job performance. In R. Dillon & J. Pelligrino (Eds.), *Testing: Applied and theoretical perspectives* (pp. 218-247). New York: Praeger.

- Murphy, K. (1990). Job performance and productivity. In K. Murphy & F. Saal (Eds.), *Psychology in organizations: Integrating science and practice*. Hillsdale, NJ: Erlbaum.
- Reid, L., Murphy, K. & Reynolds, D. (1990). Drug abuse and drug testing in the workplace. In K. Murphy and F. Saal (Eds.), *Psychology in organizations: Integrating science and practice*. Hillsdale, NJ: Erlbaum.
- Murphy, K. & Saal, F. (1990). What should we expect from scientist-practitioners? In K. Murphy & F. Saal (Eds.), *Psychology in organizations: Integrating science and practice*. Hillsdale, NJ: Erlbaum.
- Cleveland, J. N. & Murphy, K. (1992). Analyzing performance appraisal as goal-directed behavior. In G. Ferris and K. Rowland (Eds.), *Research in personnel and human resources management* (Vol. 10, pp. 121-185.). Greenwich, CT: JAI Press.
- Murphy, K. (1994). Toward a broader conception of jobs and job performance: Impact of changes in the military environment on the structure, assessment, and prediction of job performance. In M. Rumsey, C. Walker and J. Harris (Eds.) *Personnel selection and classification* (pp. 85-102). Hillsdale, NJ: Erlbaum.
- Murphy, K. (1994). Advances in meta-analysis and validity generalization. In N. Anderson and P. Herriot (Eds.), *Assessment and selection in organizations: First update and supplement*, 1994 (pp. 57-76). Chichester, UK: Wiley. Reprinted in N. Anderson and P. Herriot (Eds.), *International handbook of selection and appraisal: Second Edition* (pp. 323-342). Chichester, UK: Wiley.
- Murphy, K. (1995). Integrity testing. In N. Brewer and C. Wilson (Eds.), *Psychology and policing* (pp. 205-228). Hillsdale, NJ: Erlbaum.
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### **Commissioned Papers**

- Murphy, K. & Byrne, Z. (2000). Applications of Structured Assessment in the IT Workforce. Commissioned by Workforce Needs in Information Technology Committee, National Research Council

### **Reviews and Invited Contributions**

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- Murphy, K. (1984). Review of Wonderlic Personnel Test. *Test Critiques* (Volume 1). Test Corporation of America.
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- Murphy, K. (2006). Integrity Testing. In S. Rogelberg (Ed.) *Encyclopedia of Industrial and Organizational Psychology* (Vol. 1, pp. 357-359). Sage.
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### **Published Proceedings**

Murphy, K. (1987). Are we doing a good job measuring the wrong thing? Proceedings of DOD/ETS Conference on Job Performance Management Technologies, San Diego.

Murphy, K. (1995). A more realistic view of the validity and utility of selection tests: Multi-attribute utility. Proceedings of Inaugural Australian Industrial and Organisational Psychology Conference. Sydney, Australia.

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### **Supplements, Software and Manuals**

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Murphy, K., & Davidshofer, C. (1988). Student resource manual for Psychological testing: Principles and applications. Englewood Cliffs, NJ: Prentice-Hall. Second Edition, (1991).

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### **Presentations**

Murphy, K. (1979). Fooling yourself with cross-validation: Single-sample designs. Presented at American Psychological Association annual meeting. New York.

Murphy, K. (1980). Convergent and discriminant validity of regression, models and subjectively weighted models in decision research. Presented at Midwestern Psychological Association annual meeting. St. Louis.

Murphy, K. (1981). Methodological issues in social judgment theory. Symposium Chair, Southwestern Psychological Association annual meeting. Houston.

Murphy, K. (1981). Task determinants of the discriminant validity of judgmental models. Presented at Southwestern Psychological Association annual meeting. Houston.

Lane, D., Murphy, K., & Marques, T. (1981). Measuring cue importance in policy capturing. Presented at Southwestern Psychological Association annual meeting. Houston.

Stramler, C., & Murphy, K. (1981). Stress and coping behaviors in secretaries. Presented at Southwestern Psychological Association annual meeting. Houston.

- Murphy, K., & Balzer, W. (1981). Rater errors and rating accuracy. Presented at American Psychological Association annual meeting. Los Angeles.
- Murphy, K. (1982). Cost-benefit considerations in choosing among cross-validation methods. Presented at American Psychological Association annual meeting. Washington, D.C.
- Murphy, K., & Needham, T. (1983). Using implicit personality theory to predict biases in simulated personnel decisions. Presented at Fifth International Personal Construct Psychology Congress. Boston.
- Cleveland, J., & Murphy, K. (1983). Explaining the influence of personal characteristics on personnel decisions: Signs vs. samples. Presented at Fifth International Personal Construct Psychology Congress. Boston.
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- Banks, C., & Murphy, K. (1983). Cognitive research on performance appraisal. Co-chairs of symposium presented at Annual Convention, American Psychological Association. Anaheim, CA.
- Murphy, K., & Balzer, W. (1984). Systematic distortions in memory-based ratings: Implications for rating accuracy. Presented at Annual Convention, American Psychological Association. Toronto.
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- Murphy, K., Herr, B., Lockhart, M., & Maguire, E. (1985). Evaluating the performance of paper people. Presented at Annual Convention, American Psychological Association, Los Angeles.
- Murphy, K., & Cleveland, J. (1985). Enhancing link between research and practice in Industrial/Organizational Psychology. Co-chair of panel at Annual Convention, American Psychological Association, Los Angeles.
- Murphy, K. (1985). Information processing research in performance appraisal: A consideration of the approach, findings, and implications. Symposium discussant. Annual Convention, Academy of Management, San Diego.

- Murphy, K. (1985). Issues in job performance measurement. Symposium discussant. Twenty-seventh Annual Military Testing Association Conference. San Diego.
- Murphy, K. (1986). Empiricism in applied psychology: Inductive vs. deductive research strategies. Program Chair: First Annual Convention of the Society of Industrial and Organizational Psychology. Chicago.
- Murphy, K., Philbin, T. & Adams, S. (1986). Purpose of observation and accuracy of memory-based performance ratings. Presented at Annual Convention, American Psychological Association, Washington, D.C.
- Murphy, K. (1986). Do paper people studies overestimate effect sizes? Presented at Annual Convention, American Psychological Association, Washington, D.C.
- Murphy, K., & Constans, J. (1986). Behavioral anchors as a source of bias in ratings. Information processing in organizations conference. Buffalo, N.Y.
- Murphy, K. (1987). The utility of utility analysis. Panel discussant, Chair-R. Alexander. Second Annual Conference of Society for Industrial/Organizational Psychology, Atlanta.
- Murphy, K. (1987). Gaining experience in organizations: A graduate student's view. Symposium Co-chair. Second Annual Conference of Society for Industrial and Organizational Psychology, Atlanta.
- Murphy, K. (1987). Performance appraisal: Making progress and making sense. Panel discussant. Second Annual Conference of Society for Industrial/Organizational Psychology, Atlanta.
- Murphy, K. (1987). Cognitive research in I/O Psychology: Challenges to the future. Panel discussant. Second Annual Conference of Society for Industrial/Organizational Psychology, Atlanta.
- Murphy, K. (1987). Are we doing a good job measuring the wrong thing? DOD/ETS Joint Performance Measurement Conference, San Diego.
- Murphy, K. (1987). Cognitive research and Industrial/Organizational Psychology. Panel discussant, Seventh Annual I/O-O/B Graduate Student Conference, Knoxville.
- Murphy, K. (1987). Detecting infrequent deception. Annual Conference of American Psychological Association, New York.
- Murphy, K. (1987). Cognitive research in performance appraisal: Prospects for application. Panel Chair, Annual Conference of American Psychological Association, New York.
- Murphy, K. (1988). Job performance and productivity. Organizational Behavior, Performance and Productivity Conference, Rensselaer Polytechnic Institute, Troy, NY.
- Murphy, K. (1988). What to do about construct validity. Chair, Roundtable discussion Third Annual Conference of Society for Industrial and Organizational Psychology, Dallas, TX.
- Murphy, K. (1988). Do we remember behaviors or impressions? Annual Conference of Academy of Management, Anaheim.

- Murphy, K. (1989). Psychology departments vs. business schools as places of employment. Fourth Annual Conference of SIOOP, Boston
- Murphy, K., Thornton, G. & Prue, K. (1990). The influence of job characteristics on the acceptability of employee drug testing. Fifth Annual Conference of SIOOP, Miami
- Murphy, K. & Anhalt, R. (1991). Is halo error a property of rater, ratees or task. Sixth Annual Conference of SIOOP, St. Louis.
- Murphy, K. (1991). Utility issues in employee drug testing. Sixth Annual Conference of SIOOP, St. Louis.
- Murphy, K. (1991) Evaluating performance measures. International Academic Symposium Psychological Measurement, Nanjing, China
- Murphy, K. (1992) Power, politics, and performance appraisal: The role of subjectivity. Annual Conference of SIOOP, Montreal
- Murphy, K. (1992) Evaluating appraisals in field settings. Annual Conference of SIOOP, Montreal.
- Murphy, K. (1992) Ethical issues in Human resource decisions. Conference on Fairness in Personnel Decisions. South African Industrial Psychology Association, Pretoria, South Africa
- Murphy, K. (1992) Can culture-fair personnel testing be effective? South African Industrial Psychology Association, Pretoria, South Africa
- Murphy, K. & Lee, S. (1993) Does conscientiousness explain the relationship between integrity and job performance? Annual Conference of SIOOP. San Francisco.
- Murphy, K (1994). Personality and job performance. Discussant remarks. Annual Conference of SIOOP, Nashville.
- Murphy, K (1994). Modeling sexual harassment. Discussant remarks. Annual Conference of SIOOP, Nashville.
- Murphy, K.(1995) Reliability and accuracy of job performance measures. Discussant remarks. Annual Conference of SIOOP. Orlando.
- Murphy, K. (1995). A more realistic view of the validity and utility of selection tests: Multi-attribute utility. Inaugural Australian Industrial and Organisational Psychology Conference. Sydney, Australia.
- Murphy, K. & Shiarella, A. (1996). Estimating the validity and utility of selection test batteries in relation to multi-attribute criteria. Annual Conference of SIOOP. San Diego.
- Murphy, K., Cleveland, J., Henle, C., Morgan, K., Orth, M & Tziner, A. (1996) Effects of proximal and distal context variables on performance appraisal quality: A model and framework for research. Presented at Applied Behavioral Sciences Symposium, US Air Force Academy.

- Murphy, K. (1997). Confessions of a Statistical Minimalist. Annual Conference of SIOP. St Louis.
- Murphy, K. (1997). Police selection in Nassau County: Validity and Demographic Diversity: Discussant remarks. Annual Conference of SIOP. St Louis.
- Murphy, K. (1997). Screening for Substance Abuse: Emerging Scientific and Business Issues: Discussant remarks. Annual Conference of SIOP. St Louis.
- Murphy, K. (1997). Personality and mental ability as predictors of task and contextual job performance. Symposium chair. Fifth European Congress of Psychology, Dublin.
- Murphy, K. (1997). Performance Appraisal at Work: Issues Related to Contextual Job Performance Symposium chair. Fifth European Congress of Psychology, Dublin.
- Murphy, K. & Shiarella (1997). Using Ability and Personality Measures to Predict Multidimensional Performance Criteria. Presented at Fifth European Congress of Psychology, Dublin.
- Tziner, A., Murphy, K. & Cleveland, J. (1998). Relationships between attitudes toward organizations and performance appraisal systems and rating behavior: A multi-national study. Presented at 24th International Congress of Applied Psychology, San Francisco.
- Murphy, K. (1998). In search of success: Everyone's criterion problem. Presidential address. Annual conference of SIOP. Dallas.
- Murphy, K. (1998). The controversy over score banding in personnel selection. discussant's remarks. Annual conference of SIOP. Dallas.
- Murphy, K. (1998). Alternative strategies for developing highly predictive, low adverse impact tests. Annual conference of SIOP. Dallas.
- Murphy, K. (1999) New Empirical Research on Social Desirability in Personality Measurement. discussant. Annual Conference of SIOP, Atlanta.
- Cleveland, J., Gunnigle, P., Heraty, N., Morley, M. and Murphy, K. (1999) Human resource management practices of U.S.-owned multinational corporations in Europe: Accommodation or imposition. Presented at Irish Academy of Management Conference, Limerick, Ireland
- Cleveland, J., Gunnigle, P., Heraty, N., Morley, M. and Murphy, K. (2000) HRM practices of U.S.-owned multinational corporations in Europe. Annual Conference of SIOP, New Orleans
- Beaty, J.C., Cleveland, J.N. & Murphy, K.R. (2000). The relationship between personality and contextual performance in "strong" versus "weak" situations. Annual Conference of SIOP, New Orleans
- Murphy, K., Cleveland, J. & Tziner, A. (2000). Influence of Proximal and Distal Attitudes on Performance Rating Behavior: A Multi-National Study. XXVII International Congress of Psychology, Stockholm.
- Tziner, A., Murphy, K. & Cleveland, J. (2000). Do Context Factors Relate to Rating Behavior? XXVII International Congress of Psychology, Stockholm.

- Murphy, K. (2001). Using large-scale surveys as a research tool. Symposium chair, Annual Conference of SIOOP, San Diego.
- Murphy, K. (2001). Institutional Review Boards. Panelist, Annual Conference of SIOOP, San Diego.
- Murphy, K., Tziner, A. & Cleveland, J. (2001). Cross-National Consistency in Relationships Between Attitudes Toward Organizations and Performance Appraisal Systems and Rating Behavior. 2001 Global Human Resource Management Conference, Barcelona
- Murphy, K (2002) The unreliability of inter-rater agreement. Annual Conference of SIOOP, Toronto.
- Murphy, K (2002) Thirty years of research on the criterion problem. Annual Conference of SIOOP, Toronto.
- Tziner, A., Murphy, K. & Cleveland, J. (2002). Conscientiousness moderates the relationship between attitudes and rating behavior. Annual Conference of SIOOP, Toronto
- Murphy, K., Cleveland, J., Kinney, T., Skattebo, A., Newman, D. & Sin, H.(2002). Unit climate, rater goals, and performance ratings in an instructional setting. Irish Academy of Management Conference, Waterford
- Murphy, K., Cronin, B. & Tam, A. (2003). Cognitive ability testing in organizations: Controversy and consensus. Annual SIOOP Conference, Orlando
- Murphy, K. (2004). Making Meta-Analysis Easier and More Accurate - Discussant. Annual SIOOP Conference, Chicago.
- Murphy, K. (2004). The Substantive Nature of Performance Change: New Conceptualizations and Findings - Discussant. Annual SIOOP Conference, Chicago.
- Murphy, K. (2004). Won't Get Fooled Again? Editors Discuss Faking in Personality - Panel Discussion. Annual SIOOP Conference, Chicago.
- Murphy, K. (2004). Can We Detect Deception? Annual SIOOP Conference, Chicago.
- Murphy, K. (2005). Wal-Mart, Costco, and UPS: I-O Psychology and Class-Certification Lawsuits, Panel Discussion. Annual SIOOP Conference, Los Angeles
- Murphy, K. (2005). Personnel Selection With Multiple Predictors: Issues and Frontiers: Discussant. Annual SIOOP Conference, Los Angeles
- Murphy, K. (2005). Panel Discussion: The Future of I-O Psychology. Annual SIOOP Conference, Los Angeles
- Murphy, K. (2006). A frank discussion of Adverse Impact; Symposium discussant. Annual SIOOP Conference, Dallas.
- Murphy, K. (2007). Checking in With The Scientist-Practitioner Model: How Are We Doing? Panelist, Annual SIOOP Conference, New York

- Murphy, K. (2007). Evaluating Disaster Scenario Training. In Symposium "Psychological Contributions to Extreme Event Disaster Prediction and Recovery Management", Annual SIOF Conference, New York
- Murphy, K. (2007). Is the Future of I-O Psychology at Risk? Panelist, Annual SIOF Conference, New York
- Murphy, K. (2007). Programmatic Adverse Impact Research: Discussing Implications and Future Research, Roundtable Discussion Leader. Annual SIOF Conference, New York
- Murphy, K. (2008). Measuring Emotional Intelligence: How, and Why? Symposium Discussant. Annual SIOF Conference, San Francisco
- Murphy, K. (2008). Test Validity: A Multiple Stakeholder Approach. Panel Discussion. Annual SIOF Conference, San Francisco.
- Murphy, K. (2008). The Future of I-O Education: Theme Track Integration and Open Forum, Panel Discussion. Annual SIOF Conference, San Francisco

### **Workshops and Consortia**

- Murphy, K. & Cleveland, J. (1987). Performance appraisal. SIOF Doctoral Consortium. August, Washington, D.C.
- Murphy, K. (1989). Statistics Update. APA workshop. August, New Orleans.
- Murphy, K. & Cleveland, J. (1989). The context of performance appraisal. Academy of Management Doctoral Consortium. August, Washington, D. C.
- Murphy, K. (1991). Statistics update. SIOF workshop. April, Miami
- Murphy, K. (1992). De-mystifying statistics: Getting a handle on recent advances in statistics and data analysis. SIOF workshop. St. Louis.
- Murphy, K. & Cleveland, J. (1992) Goal-directed performance appraisal. Pretoria, South Africa.
- Murphy, K. (1994). De-mystifying statistics: Getting a handle on recent advances in statistics and data analysis. SIOF workshop. Nashville.
- Murphy, K. (1995). Goal-oriented performance appraisal. IOOB Graduate Student Conference. Denver.
- Murphy, K. (1995). Perils of publishing. SIOF Doctoral Consortium. Orlando.
- Murphy, K. & Cleveland, J. (1995). Improving performance appraisal: Designing, implementing and evaluating goal-oriented performance appraisal systems. Sydney, Australia. Inaugural Australian Industrial and Organisational Psychology Conference.
- Murphy, K. (1997). De-mystifying statistics: Getting a handle on recent advances in statistics and data analysis. Personnel Testing Council of Southern California, Los Angeles.
- Murphy, K. (2000) Unraveling the mysteries of the publication process. SIOF Doctoral Consortium. New Orleans

Murphy, K. (2000) Publishing without perishing. Academy of Management, Human Resource Management Division, Doctoral Student and Junior Faculty Consortium, Toronto

Murphy, K & Cleveland, J. (2005). Evaluating the performance of workers and organizations. 6<sup>th</sup> Australian Industrial and Organizational Psychology Conference, Brisbane, Australia.

Cleveland, J. & Murphy, K. (2006). Interdisciplinary research. SIOP Annual Conference. Dallas.

Murphy, K. (2007). Communication Strategies in the Age of Terrorism, Prague Security Studies Institute, Prague

### **Invited Lectures and Debates**

Murphy, K. (1997). Good Work in a Changing Economy: How Corporate Restructuring, Downsizing and Team-Based Production Have Changed the Nature and Determinants of Effective Job Performance. Saul B. Sells Lecture, Southwestern Psychological Association, Fort Worth, TX.

Murphy, K. & Cleveland, J. (1998-99) Visiting Professors' Seminar Series, College of Business, University of Limerick, Limerick Ireland

Murphy, K. (1999). Benefits and pitfalls of structured assessment programs in organizations. SHL/UMIST Workshop on Psychological Interventions and Organizational Effectiveness, Manchester, UK

Murphy, K. (1999) Honesty in the workplace. SHL South Africa, Pretoria, South Africa

Murphy, K. (2000). Participant in "Millennial Debate on 'g' : An Invited Debate". Annual Conference of SIOP, New Orleans

Murphy, K. (2003). Testing the hypothesis that something important has happened. Distinguished Lecture Series in honor of J.S. Coon Rededication of School of Psychology, Georgia Institute of Technology

Murphy, K. (2005). Distinguished Scientific Contributions Award Address : Performance Appraisal Isn't Performance Measurement: Why Poor Workers Receive Good Ratings. Annual SIOP Conference, Los Angeles

Murphy, K. (2005). Integrity and recruitment. Presented at International Training Centre, International Labor Organization, Turin, Italy.

Murphy, K. (2005). Industrial and organizational psychology's biggest hits and biggest misses. Opening Keynote Address. 6<sup>th</sup> Australian Industrial and Organizational Psychology Conference, Brisbane, Australia

Murphy, K. (2006). Power analysis for traditional and modern hypothesis tests. Center for the Advancement of Research Methods and Analysis, Richmond Va., Center for Advanced Research Methods and Analysis (CARMA) Webcast, 4/28/06

Murphy, K. (2007). Getting into the minds of terrorists. Worldwide Universities Network Virtual Seminar Series; National Responses to Terrorism. Webcast 9/10/07.