

Vita - Kevin R. Murphy

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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. & Myors, 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.
- Beaty, 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*
- Murphy, K.R. (In press). Content validation is useful for many things, but validity isn't one of them. *Industrial and Organizational Psychology: Perspectives on Science and Practice*
- Murphy, K. (In press). Validity, validation and values. *Annals of Academy of Management*.

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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- Murphy, K. (1997). Screening for Substance Abuse: Emerging Scientific and Business Issues: Discussant remarks. Annual Conference of SIOP. St Louis.
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- Murphy, K. & Shiarella (1997). Using Ability and Personality Measures to Predict Multidimensional Performance Criteria. Presented at Fifth European Congress of Psychology, Dublin.
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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.

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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 SIOP Conference, Los Angeles
- Murphy, K. (2005). Panel Discussion: The Future of I-O Psychology. Annual SIOP Conference, Los Angeles
- Murphy, K. (2006). A frank discussion of Adverse Impact; Symposium discussant. Annual SIOP Conference, Dallas.
- Murphy, K. (2007). Checking in With The Scientist-Practitioner Model: How Are We Doing? Panelist, Annual SIOP Conference, New York
- Murphy, K. (2007). Evaluating Disaster Scenario Training. In Symposium "Psychological Contributions to Extreme Event Disaster Prediction and Recovery Management", Annual SIOP Conference, New York
- Murphy, K. (2007). Is the Future of I-O Psychology at Risk? Panelist, Annual SIOP Conference, New York
- Murphy, K. (2007). Programmatic Adverse Impact Research: Discussing Implications and Future Research, Roundtable Discussion Leader. Annual SIOP Conference, New York
- Murphy, K. (2008). Measuring Emotional Intelligence: How, and Why? Symposium Discussant. Annual SIOP Conference, San Francisco
- Murphy, K. (2008). Test Validity: A Multiple Stakeholder Approach. Panel Discussion. Annual SIOP Conference, San Francisco.
- Murphy, K. (2008). The Future of I-O Education: Theme Track Integration and Open Forum, Panel Discussion. Annual SIOP Conference, San Francisco
- Murphy, K. (2009) How much validity is enough? Panel Discussion. Annual SIOP Conference, New Orleans.
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Workshops and Consortia

- Murphy, K. & Cleveland, J. (1987). Performance appraisal. SIOP 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. SIOP workshop. April, Miami
- Murphy, K. (1992). De-mystifying statistics: Getting a handle on recent advances in statistics and data analysis. SIOP 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. SIOP workshop. Nashville.
- Murphy, K. (1995). Goal-oriented performance appraisal. IOOB Graduate Student Conference. Denver.
- Murphy, K. (1995). Perils of publishing. SIOP 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. SIOP 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. 6th 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. 6th 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.