

## VITA

Michael T. Brannick

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### Education

B. A. University of California, Berkeley, 1979, Psychology

M.A. Bowling Green State University, 1983, Psychology

Ph.D. Bowling Green State University, 1986, Psychology

### Academic Positions

2002 - present Professor, Psychology Department, University of South Florida

2008 - 2013 ChW8486 M èG" hb•8ë ñ !-"\$Ž,,r!-†( Ž° 9b"H 'èG" hb•8ë ñ

1991 – 2001

1983 - 1986 Research Assistant, Bowling Green State University

1980 - 1983 Graduate Assistant, Bowling Green State University



Lee, M., Ata, R. N., & Brannick M. T. (2014). Malleability of weight-related attitudes and beliefs: A meta-analysis of weight bias reduction interventions. *Body Image*, 11, 251-259.

Brannick, M. T., & Zhang, N. (2013). Bayesian Meta-analysis of Coefficient Alpha. *Research Synthesis Methods* 4, 198-207. DOI: 10.1002/jrsm.1075

Kepes, S., McDaniel, M. A., Brannick, M. T., & Banks, G. C. (2013). Meta-Analytic Reviews in the Organizational Sciences: Two Meta-Analytic Schools on the Way to MARS (the MScienuh.08 Tm.7 (s)-5 (o)-4 (f)-1 ( )]h 164541181/20[(2073 D)8108)-6 (-)-12 (g13.8

- Brannick, M. T., Chan, D., Conway, J. M., Lance, C. E. & Spector, P. E. (2010). What is method variance and how can we cope with it? A panel discussion. *Organizational Research Methods*, 13, 407-420.
- Cafri, G., Kromrey, J. D., & Brannick, M. T. (2010). A meta-meta-analysis: Empirical review of statistical power, Type I error rates, effect sizes, and model selection of meta-analyses published in psychology. *Multivariate Behavioral Research*, 45, 239-270.
- Cafri, G., van den Berg, P., & Brannick, M. T. (2010). What have the difference scores not been telling us? A critique of the use of self-ideal discrepancy in the assessment of body image and evaluation of an alternative. *Assessment*, 17, 361-376 .
- Pace, V. L., & Brannick, M. T. (2010a). How similar are personality scales of the “same” construct? A meta-analytic investigation. *Personality and Individual Differences*, 49, 669-676.
- Pace, V. L., & Brannick, M. T. (2010b). Improving prediction of work performance through frame-of-reference consistency: Empirical evidence using openness to experience. *International Journal of Selection and Assessment*, 18, 233-250.
- Menzel, J. E., Schaefer, L. M., Burke, N. L., Mayhew, L. L., & Brannick, M. T. (2010). Appearance related teasing, body dissatisfaction, and disordered eating: A meta-analysis. *Body Image*, 7, 262-270.
- Prince, C., Salas, E., Brannick, M., Prince, A. (2010). The influence of experience and organizational goals on leadership in the military cockpit. *International Journal of Aviation Psychology*, 20, 373-389.
- Spector, P. E., & Brannick, M. T. (2010a). Common method issues: An introduction to the feature topic in *Organizational Research Methods*. *Organizational Research Methods*, 13, 403-406.
- Spector, P. E., & Brannick, M. T. (2010b). If Thurstone was right, what happens when we factor analyze Likert scales? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 502-503.
- Brannick, M. T., Wahi, M. M., Arce, M., Johnson, H., Nazian, S., & Goldin, S. B. (2009). Comparison of trait and ability measures of emotional intelligence in medical students. *Medical Education*, 43, 1062-1068.
- Brannick, M. T., Fabri, P. J., Zayas-Castro, J., & Bryant, R. H. (2009). Evaluation of an error-reduction training program for surgical residents. *Academic Medicine*, 84, 1809-1814.



Cafri, G., Yamamia, Y., Brannick, M., & Thompson J. K. (2005). The influence of sociocultural factors on body image: A meta-analysis. *Clinical Psychology: Science and Practice*, 12, 423-433.

Finkelstein, M. A., Penner, L. A., & Brannick, M. T. (2005). Motive, Role Identity, and prosocial personality as predictors of volunteer activity. *Social Behavior and Personality*, 33, 403-418.

Hutchins, T., Brannick, M., Bryant, J. B., & Silliman E. (2005). Methods for controlling amount of talk: Difficulties, considerations and suggestions. *First Language*, 25, 347-363.

Penner, L. A., Brannick, M., Connell, P., & Webb, S. (2005). The effects of the September 11 attacks on volunteering: An archival analysis. *Journal of Applied Social Psychology*, 35, 1333-1360.

Prince, C., Salas, E., Brannick, M., & Orasanu, J. (2005). Beyond facilitation: an improved CRM debrief for safety training. *Human Factors and Aerospace Safety*, 5, 122.

Horn, J., Nelson, C. E., & Brannick, M. T. (2004). Integrity, conscientiousness, and honesty. *Psychological Reports*, 95, 2378.

Brannick, M. T., Prince, C., & Salas, E. (2002). The reliability of instructor evaluations of cr15 Td (3o Td (3o Td (7.g)10 ((a)4 (s)-1 (7.g)10 ((7r(ua)4 3 (2005))3 c()3 (2005 (r)-7 G)-4

- Manson, T. M., Levine, E. L., & Brannick, M. T. (2000). The construct validity of task inventory ratings: A multitrait-multimethod analysis. *Human Performance, 13*, 1-22.
- Finkelstein, M. A., & Brannick, M. T. (1997). Making decisions about sexual intercourse: Capturing college students' policies. *Basic and Applied Social Psychology, 19*, 101-120.
- Hurley, A. E., Scandura, T. A., Brannick, M. T., Schreisheim, C. A., Seers, A., Vandenberg, R. J., & Williams, L. J. (1997). Exploratory and confirmatory factor

Reed, D., Thompson, J. K., Brannick, M., & Sacco, W. P. (1991). Development and validation of the Physical Appearance State and Trait Anxiety Scale (PASTAS). *Journal of Anxiety Disorders*, 5, 323-332.

Brannick, M. T., & Spector, P. E. (1990). Estimation problems in the block-diagonal model of the multitrait-multimethod matrix.



Handbook of Personnel Assessment and Selection. (pp. 119-146). New York:

Spector, P.E., Brannick, M.T., & Coover, M.D. (1989). Job analysis. In C. L. Cooper and I. Robertson (Eds.) *International Review of Industrial & Organizational Psychology 1989*. Chichester: Wiley.

### **Presentations & Proceedings**

Brannick, M. T., Potter, S., & Teng, Y. (2018, April). Where is the lower bound credibility value? Paper presented in B. Wiernik (Chair) *Improving the accuracy and utility of meta-analytic inferences* Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Teng, Y, Brannick, M. T., & Borman, W. C. (2018, April). Development and validation of a situational judgment test of resilience. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Teng, Y., & Brannick, M. (2017, August). Context-based measure of resilience: A situational judgment test. Poster presented at the 125th Annual Convention of the American Psychological Association, Washington, D.C.

Brannick, M. T., & Potter, S. (2017, July). Confidence intervals for the 90 percent credibility value. Paper presented at the Annual Meeting of the Society for Research Synthesis Methodology, Montreal, Canada.

Brannick, M. T., & Potter, S. (2017, April). Improved Weights for Estimating the Meta-analytic Mean. Paper presented in M. Brannick (Chair) *Overcoming common problems in meta-analysis* Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Brannick, M. T., Rothstein, H. R., French, K., Kiselica, A. & Apostoloski, N. (2016, July). Comparison of estimators of the lower bound of the prediction/credibility interval in meta-analysis. Paper presented at the Annual Meeting of the Society for Research Synthesis Methodology conference, Florence, Italy.

Kiselica, A. M., Webber, T. A., Thurston, A. J., Brannick, M. T., Shen, W. Stark, S., & Bornovalova, M. A. (2016, September). What is distress tolerance? A meta-analysis. Poster presented at the European Association of Cognitive and Behavioral Therapies, Stockholm, Sweden.

Brannick, M. T. (2015, April). How can a psychologist contribute to surgical training? Invited presentation at Bilkent University, Ankara, Turkey. [4.4<</MCID 17 >>BDC -29.02 -](#)

Adler, M., Brannick, M., Grichanik, M., Lineberry, M., & Rooney, D. (2015, January).

Brannick, M. T. (2012, February). What can you do with medical simulations? Invited presentation, Central Michigan University, Mt. Pleasant, MI.

Baker, D. P., Brannick, M. T., Oppler, S. H., & Rosen, M. (2012, April). I-O and the education of Today's Physicians. In S. Amodeo (Chair) panel discussion presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Brannick, M. T. (2012, July). Bayesian analysis of Cronbach's alpha. Paper presented at e-

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- Brannick, M. T., & Cafri, G. (2009, April). The conditional random-effects variance component in meta-regression. Paper presented in S. B. Morris (Chair), **Meta-analysis: Advances in methods and practice** symposium presented at the 24<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
- Brannick, M. T., Yang, L., & Cafri, G. (2008, April). Comparison of weights in meta-analysis under realistic conditions. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Goldin, S.B., Brannick, M.T., Wahi, M.M., Paidas, C., Arce, M., Cannarozzi, M.L., Johnson, H., Nazian, S.J. (2008). Medical students have emotional intelligence similar to general population. *J. Surg. Res.* 144(2) 289-290. Paper presented at the 6<sup>th</sup> Annual Academic Surgical Congress, Huntington Beach, CA.
- Pace, V. L., & Brannick, M. T. (2008, April). Similarity of personality measures: A bare-bones look at nomological nets. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Brannick, M. T., & Pace, V. L. (2007, April). Co-chairs of **Qualitative methods: What, when, why and are they publishable?** Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Biga, A. M., O'Brien, K. E., Kessler, S., Allen, T. D., & Brannick, M. T. (2006, May). Racial and gender differences in mentoring: A meta-analysis. Poster presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational

Brannick, M. T. (2004, September). Choosing psychological measures for research.  
Invited presentation, Department of Epidemiology and Biostatistics, University of

- Kisamore, J. L., & Brannick, M. T. (2003, April). Pygmalion in organizations: An illustration of consequences of meta-analytic choices. Poster presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.
- Brannick, M. T., Miles, D. E., & Kisamore, J. L. (2003, January). An evaluation designed to assess the development of student mastery, self-competence, and calibration. Poster presented at the 25 annual National Institute on Training in Psychology, St. Petersburg Beach, FL.
- Brannick, M. T., Hall, S. M., & Liu, Y. (2002, April). Empirical Bayes Local Validation Estimates with Artifact Corrections. Paper presented in S. Morris (Chair) Rethinking artifact corrections in Meta-analysis: Innovations and Extensions. Symposium presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto.
- Salas, E., & Brannick, M. T. (2002, March). Doing research on teams: Things I wish I'd known. Invited presentation at the 23<sup>rd</sup> annual Industrial Organizational Psychology & Organizational Behavior Graduate Student Conference, University of South Florida, Tampa, FL.
- Brannick, M. T., & Hall, S. M. (2001, April). Comparison of two random-effects methods of meta-analysis. Poster presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Brannick, M. T., & Hall, S. M. (2001, April). Reducing bias in the Schmidt-Hunter Meta-analysis. Poster presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Gordon, T. R., & Brannick, M. T. (1999, April). Sailing crews and measures of team process. Poster presented at the 14th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Brannick, M. T., Lutrick, E., Prince, C., Salas, E. (1998, October). Team situation awareness. Paper presented at the Second International Conference on Engineering Psychology and Cognitive Ergonomics. Oxford, U.K.
- Prince, C., Salas, E., & Brannick, M. T. (1998, October). Situation awareness: What do we know not that the 'buzz' has gone? Paper presented at the Second International Conference on Engineering Psychology and Cognitive Ergonomics. Oxford, U.K.
- Baker, D. P., Brannick, M. T., & Chidester, T. R. (1997, April). Developing a scenario event set for LOE: A data-driven approach. In R. S. Jensen (Ed.), Proceedings of the Ninth International Symposium on Aviation Psychology.





- the meeting of the Society for Industrial and Organizational Psychology, Nashville.
- Smith, K. A., Salas, E., & Brannick, M. T. (1994, April). Leadership style as a predictor of teamwork behavior. In K. J. Nilan (Chair), **Understanding teams and the nature of teamwork** Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Nashville.
- Brannick, M. T., Prince, A., Prince, C., & Salas, E. (1993, April). A method for specifying observations in team training. In C. Prince (Chair) **Low cost training alternatives** Symposium conducted at the Seventh International Symposium on Aviation Psychology, Columbus, OH.
- Brannick, M. T., Prince, A., Salas, E., & Prince, C. (1993, April). **Impact of raters and events on team performance measurement** Paper presented at the 8th annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
- Brannick, M. T., & Spector, P. E. (1993, April). The psychology of method variance. In C. S. Smith (Chair) **Method variance: Investigation of the problem and potential solutions** Symposium conducted at the 8th annual meeting of the Society for Industrial and Organizational Psychology, San Francisco.
- Prince, A., & Brannick, M. T. (1992, October). Team process measurement and

- Fritzche, B. A., & Brannick, M. T. (1992, May). Can we learn about resume screening with policy capturing methodology? Paper presented at the 7th annual Conference of the Society of Industrial and Organizational Psychology, Montreal.
- Reed, D. L., Thompson, J. K., Brannick, M. T., & Sacco, W. P. (1990, June). Body image anxiety and eating disorder. Paper presented at the Florida Psychological Association Convention, St. Petersburg.
- Brannick, M. T., Roach, R. R., & Salas, E. (1990, May). Understanding team performance. Paper presented at the Fifth Annual Conference of the Society of Industrial and Organizational Psychology, Miami.
- Brannick, M. T. (1990, September). Methodological considerations in studying categorical judgments. Paper presented at the conference on Category Intension: Psychological Research and Inductive Data Analysis, Leuven, Belgium.
- Brannick, M. T., & Darling, R. W. R. (1989, August). A prioritization algorithm using valuations inferred from statistical data. Proceedings of the Annual Meeting of the American Statistical Association
- Pargament, K.I., Adamakos, H., Brannick, M. T., Ensing, D. S., Keleman, M. L., Warren, R. K., Myers, J., & Cook, P. (1986, August). The direct measurement of indiscriminate proreligiousness: Initial validation studies of a new approach. Paper presented at the meeting of the American Psychological Association, Washington, D.C.
- Brannick, M. T. (1984, August). Item Response theory for measuring compensable job characteristics. In R. M. Guion (Chair), The measurement of comparable job worth. Symposium conducted at the meeting of the American Psychological Association, Toronto.
- Brannick, M. T. (1982, April). Successive unfolding of occupational titles. Paper presented at the Third Annual Graduate Student Industrial-Organizational and Organization Behavior Convention. College Park, MD.

### **Monograph**

- Kravitz, D. A., Harrison, D. A., Turner, M. E., Levine, E. L., Chaves, W., Brannick, M. T., Denning, D. L., Russell, C. J., & Conard, M. A. (1997). Affirmative Action: A review of psychological and behavioral research. Bowling Green, OH: Society for Industrial & Organizational Psychology.

### **Technical Reports**

- Prince, C., Brannick, M., & Salas, E. (2000, February). LOFT/SPOT debrief tools and the debrief process: Enhancing a training opportunity. Prepared for the Federal

- Aviation Administration Office of the Chief Scientist and Technical Advisor for Human Factors, Eleana Edens, PhD, Program Manager.
- Brannick, M. T., & Familo-Hopek, S. (1998, January). Crew decision making criterion development. Contract 61339-95-K-0016 (Naval Air Warfare Center/Training Systems Division, Orlando, FL).
- Baker, D. P., Swezey, R. W., Brannick, M. T., & Chidester, T. R. (1996). A data-driven methodology for Line Operational Evaluation (LOE) scenario development. Technical report for the Naval Air Warfare Center Training Systems Division and Office of the Chief Advisor for Human Factors at the Federal Aviation Administration. Orlando: University of Central Florida.
- Brannick, M. T. (1995, January). The reliability of measures of aircrew coordination for

Smith, P.C., Balzer, W., Brannick, M., Eggleston, S. Gibson, W., Ironson, G., Josephson, H., Paul, K., Reilly, C., & Whalen, M. (1987). Manual for the revised JDI and Job in General Scales. Bowling Green, OH: Bowling Green State University, Department of Psychology.



The Development and Evaluation of Measures of Aircrew Coordination for Use in Training (1991). Contract N61339-91-C-0114 with Naval Training Systems Center. Principal Investigator: M. T. Brannick.

Convergence of Crew Coordination Performance Indicators in the CH-53 (1990). Contract Delivery Order 2237, Battelle Corp for Naval Training Systems Center. Principal Investigator: M. T. Brannick.

Team Performance and Criterion Development (1989). Contract DAAL03-86-D-001, Battelle Corp for Naval Training Systems Center. Principal Investigator: M. T. Brannick.

Analysis of benefit factor ratings and assumptions in the application of NEWS weights (1988). Funded by Florida Power & Light through the Institute for Constructive Mathematics. Principal investigator: M. T. Brannick.

Analysis of job/task analysis methodologies for team training design (1987). Contract #0296, Battelle Corp for Naval Training Systems Center. Principal investigator: E. L. Levine. Research Scientist: M. T. Brannick.

Statistical models of rating errors (1987). Funded by College Research Enhancement Committee.

### **PhD Recipients (for whom I was major advisor)**

Adcock, Brian  
 Artman, Darin  
 Baker, David  
 Diamond, Laurie  
 Dwyer, Daniel  
 Familo-Hopek, Stacia  
 Fritzsche, Barbara  
 Hall, Steven  
 Herst, David  
 Jentsch, Kimberly Smith  
 Joseph, Nneka  
 Kisamore, Jennifer  
 Leonard, John  
 Lutrick, Erica  
 Mason, Corinne Friel  
 Miller, Jerry  
 Pace, Victoria Wood  
 Parshar, Pradnya Takalkar  
 Powell, Amy  
 Prewett, Matthew  
 Prince, Ashley  
 Reynolds, Rosmarie Crawford



Journal of Personality Assessment

Medical Education

Organizational Behavior and Human Decision Processes

Organizational Research Methods

Personnel Psychology

Psychological Bulletin

Psychological Reports

Public Administration

Research Methods

#### Organizational Affiliations

Member, American Psychological Association

Fellow, American Psychological Society

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