

- 2017 – now **Associate Professor, University of South Florida, Sarasota-Manatee campus,**  
Department of Psychology; Sarasota, FL
- 2018 – 2020 **President, Faculty Senate, University of South Florida, Sarasota-Manatee;**  
Sarasota, FL
- 2016 – 2020 **Director, Quality Enhancement Plan (Incredi-Bull**



Sakurai, K., Jex, M. S., & Gillespie, A. M. (2011). Impact of coworker workplace incivility: Employee negative, emotion, job satisfaction, and work withdrawal behavior. *Japanese Association of Industrial/Organizational Psychology Journal*, 25, 13-23.

Guidroz, A. M., Yankelevich, M., Barger, P., Gillespie, M. A., & Zickar, M. J. (2009). Methodological considerations for creating and using organizational survey norms. *Consulting Psychology Journal*, 61, 85-102.

Gillespie, M.A., Denison, D.R., Haaland, S., Smerek, R. & Neale, W.S. (2008). Linking organizational culture and customer satisfaction: Business-unit results from two companies in different industries. *European Journal of Work and Organizational Psychology*, 17(1), 112-132.

Diab, D., Gillespie, M. A., & Highhouse, S. (2008). Are maximizers really unhappy? The measurement of maximizing tendency. *Judgment and Decision Making*, 3(5), 364-370.

Ramsay, L., Schmitt, N., Oswald, F., Kim, B., & Gillespie, M. (2006). The impact of situational context variables on responses to biodata and situational judgment inventory Items. *Psychology Science*, 48(3), 268-287.

Converse, P.C, Oswald, F.L, Gillespie, M.A., Field, K., & Bizot, E.B., (2004). Matching individuals to occupations using abilities and the O\*NET: Issues and an application in career guidance. *Personnel Psychology*, 57, 451-487.

Oswald, F. L., Schmitt, N., Kim, B. H., Ramsay, L. J., & Gillespie, M. A. (2004). Developing a biodata measure and situational judgment inventory as predictors of college student performance. *Journal of Applied Psychology*, 89, 187-207.

Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., & Ramsay, L. J. (2004). The impact of justice and self-serving bias explanations for the perceived fairness of different types of selection tests in college admissions. *International Journal of Selection and Assessment*, 12, 160-171.

Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., Ramsay, L. J., & Y3 colnce. *JouGt8 binath (l)-2 (l)h,3s. H*

Balzer, W. K., Brodke, M. H., Gillespie, J. Z., & Gillespie, M. A. (2009). Job In General and Norms. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283163

Balzer, W. K., Brodke, M. H., Gillespie, J. Z., & Gillespie, M. A. (2009). Abridged Job Descriptive Index and Norms. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283164

Balzer, W. K., Brodke, M. H., Gillespie, J. Z., & Gillespie, M. A. (2009). Abridged Job in General and Norms. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283168

Balzer, W. K., Brodke, M. H., Gillespie, J. Z., & Gillespie, M. A. (2009). Stress in General and Norms. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283171

\* Authorship is based on alphabetical order.

### **MANSCRIPTS IN PROGRESS**

Gillespie, M.A., Highhouse, S. E., Brooks, M. E., & Stevenor, B. A. (4<sup>th</sup> wave of data collection in progress). Development, validation, and physiological correlates of a measure of Work-related Decision-making Styles.

Marquet, L.D., & Gillespie, M.A., (Book under contract, writing stage). Be Your Own Coach.

Owens, M.Y., Latibeaudiere, A., Butler, S., & Gillespie, M. A. (in preparation, data collection underway). Adapting the Iowa Gambling Task for use with EEG.

### **GRANTS AWARDED**

Licato, J., Canavan, S., Owens, M. L, & Gillespie, M. A. [2022 – 2027 renewable] Psychologically-grounded, artificially intelligent models of soldier performance. Intercollege (CSE, CAS), intercampus grant (Tampa, St Petersburg, Sarasota-Manatee). US Govt grant funded by DEVCOM/DAC.  
My subaward approximately \$250,000 across years.

Gillespie, M. A., Gillespie, J. Z., Withrow, S., Kirkendall, S., & Kostek, J. (December, 2010). BGeX Assessment Advisory Council: Values recognition pre-post assessment. IPRA: Bowling Green State University.

Gillespie, M. A., Daniels, M. A., & Lake, J. C. (June, 2010). The BGSU Alumni Association: Surveying alumni attitudes toward implementation of membership dues. IPRA: Bowling Green State University.

Brodke, M. H. B., Gillespie, M. A., & Pui, S-Y. (2010, February). Technical report for Louise Greene: Scoring and data analysis of the JDI & JIG. IPRA: Bowling Green State University.

Gillespie, M. A., Alexander, K., Carter, N., Daniels, M., Herman, M., & Sliter, M. (May, 2008). BGeX program impact report follow-up study: Values recognition. Report Submitted to BGeX Director and BGeX Advisory Council. IPRA: Bowling Green State University.

Schmidt, A. M., Gillespie, M. A., & Kotrba, L. M. (2007). Profiles in Culture: Establishing the Link between Configurations of Organizational Culture Traits and Organizational Effectiveness. Small Grant, Society for Industrial and Organizational Psychology.

Kim, B., Ramsay, L., & Gillespie, M. (2003). Developing viable strategies and measures for outcomes assessment in higher education institutions: Ensuring accountability for continuous quality improvement. College Board Research Grants Program, The College Board, New York, NY.

Gillespie, M. A., Kim, B. H., & Manheim, L. J. (2002). A Quandary in Alternative Assessment Measures: Faking on Biodata and Situational Judgment Inventory Items Used in College Admissions. College Board Research Grants Program, The College Board, New York, NY.

Oswald, F. L., Converse, P. D., Gillespie, M. A., Field, K., Bizot, E. B., Tirre, B., & Hendershot, P. (2001). Having a fit: Using the O\*NET for person-job fit across ability and vocational interest domains. Small Grant, Society for Industrial and Organizational Psychology.

#### **NATIONAL CONFERENCE POSTERS AND PRESENTATIONS**

Gillespie, M.A., Highhouse, S. E., Brooks, M. E., & Stevenor, B. A. (April, 2023). Construct Validity Evidence for a Measure of Work-Related Decision-Making Style. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Gillespie, M.A., Deal, C., & Denison, D.R. (2023). From O to I and back: Measuring Organizational Culture and Effectiveness. In, Fleyshmakher, D. (Chair), Sutphin, D. J. (Chair), Cheban, Y. M. (Co-Chair), & Cohen-Charash, Y. (Co-Chair) (2023). Bridging I & O Psychology II: A Two-Way Street [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Gillespie, M.A., Highhouse, S. E., Brooks, M. E., & Stevenor, B. A. (April, 2022). *Development and Validation of a Measure of Work Decision-Making Styles*. To be presented at the 37th conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Penney, L.M., Andel, S. A., & Gillespie, M. A. (April, 2021) *Mindfulness and Decision-Making: A Quasi-Experimental Classroom Field Study*. Presented at the 36



Christiansen, N.C., Bennet, M., & Gillespie, M. A. (2008, April). Disentangling Rater Bias from Leadership Behavior-Effectiveness Relationships. In Brown, D. (Chair), *Intersecting Questions at the Leading Edge of Leadership Research*. Symposium presented at the 22

Salter, N. & Gillespie, M.A. (2006, May). A trait-activation approach to the study of values, interests, and college student performance. Presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology, Dallas, TX.

Hakel, M. D., & Gillespie, M. A. (2004, November). Applying Principles of Learning in Diverse Undergraduate Educational Settings: Experimental and data intensive Social Sciences, related areas within Psychology, and Management. Proceedings of the second National Reinvention Center Conference, Washington, DC.

Gillespie, M. A., Kim, B. H., Ramsay, L. J., Friede, A. J., Schmitt, N., & Oswald, F. L. (2004). The effect of required elaboration on means and validity of a biographical data inventory. In Oswald, F.L., & Ramsay, J.L. (Chairs), Problems and Possibilities with Biodata. Symposium conducted at the 19th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.

Schmitt, N., Oswald, F.L., Kim, B.H., Ramsay, L.J., & Gillespie, M.A. (2004). Biodata and Situational Judgment: Complements to Standardized Tests in Academic Prediction. In W. J. Camara (Chair), Complementary Tests for Admissions to Academic Institutions: Beyond Cognitive Ability. Symposium conducted at the 19th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kim, B. H., Schmitt, N. W., Friede, A., Oswald, F. L., Ramsay, L. J., & Gillespie, M. A. (2004). Differential item functioning in situational judgment tests: Is it a function of the scoring procedure? In M. Zickar (Chair), Recent Advances in Item Response Theory Research. Symposium conducted at the 19th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.

Gillespie, M. A., Oswald, F. L., Schmitt, N., Kim, B. H., and Ramsay, L. J. (2003). The influence of personality traits on subjective measures of P-O fit. Presented in Ryan, A. M. (Chair), Redefining Personality's Role in Fit Assessments. Symposium conducted at the 18th Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.

Kim, B. H., Schmitt, N., Oswald, F. O., Gillespie, M. A., & Ramsay, L. J. (2003). Job knowledge tests on the path to successful performance. Presented in Chan, D. (Chair), What should you do to research situational judgment tests? Symposium conducted at the 18th Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.

Kim, B., Schmitt, N., Gillespie, M., Ramsay, L. J., Oswald, F. L., & Yoo, T., (2003). Impact of Elaboration on Social Desirability and the Validity of Biodata Measures. Presented in invited symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.

Oswald, F. L., Converse, P. D., Gillespie, M. A., Field, K., Bizot, E. B., Tirre[(E)1 (1)-2(1)-2 (d, (e)-6 (s)-1) tet mh. ]



splitters: The utility of personality beyond the FFM. Symposium conducted at the 18th Annual

Gillespie, M. A. (2019, Oct 4). *Critical Thinking Across the Disciplines, Across the Region*. Plenary address to be delivered at University of South Florida St. Petersburg's Critical and Creative Thinking Conference.

Gillespie, M. A. (2019, January). *Psychological foundations of Intent-Based Leadership*. TTSA, LLC. Hotel Venezia, Venice, FL.

Gillespie, M. A. (2018, October). *Stress at Work*. Lake Erie College of Osteopathic Medicine. Bradenton, FL.

Gillespie, M. A. (2017, November). *The Psychology behind Intent-Based Leadership*. TTSA, LLC. Venice, FL. *Stress at Work* . Lake Erie College of Osteopathic Medicine (i)2

- Gillespie, M. A. (2007, October). The Bowling Green eXperience: "Critical Thinking about Values". Brownbag talk presented to the Industrial/Organizational Psychology Program at Bowling Green State University.
- Gillespie, M. A., Hakel, M. D., Blackburn, J. L., & Zarubin, A. (2007, June). Critical Thinking about Values: The effect of BGX on students' application of critical thinking to values expressed in essay prompts. Invited presentation at the Workshop on Evaluating Values Education, Bowling Green State University.
- Gillespie, M. A. (2006, March) Critical Thinking about Values: The effect of BGX on students' application of critical thinking to values expressed in essay prompts. Invited presentation at the panel discussion, Evaluating the Teaching of Critical Thinking about Values.
- Gillespie, M. A. (2005, December). Research at Denison Consulting. Brownbag talk presented to the Industrial/Organizational Psychology Program at Bowling Green State University.

## TECHNICAL REPORTS

- Gillespie, M. A. (October, 2016). *Interview Training and Development Report*. Submitted to Lake Erie College of Osteopathic Medicine.
- Gillespie, M. A., Gillespie, J. Z., Kirkendall, S., Kostek, J., & Withrow, S. (Spring, 2011). *Values recognition pre-post assessment*. Report submitted to the BGeX Advisory Council, Bowling Green State University.
- Gillespie, M. A., Daniels, M. A., & Lake, C. J. (June, 2010). *Surveying alumni attitudes toward implementation of membership dues*. Report submitted to the BGSU Alumni Association, Bowling Green State University.
- Brodke, M.R.H., Gopalkrishnan, P., Oyer, B., Yankelevich, M., Withrow, S., Lake, C.J., Gillespie, M.A., Gillespie, J.Z. and Balzer W.K. (2009). *Job Descriptive Index and Job in General: Quick Reference Guide*, Bowling Green State University: Bowling Green, OH.





2012 – 2014. Gillespie, M. A. Consultant to Jewish Family and Children’s Services, as part of a peer-reviewed *Strategy Counts!* grant awarded by the Alliance for Children & Families, and funded by the Kresge Foundation.

Johnson, P., Ingle, W. K., & Gillespie, M. A. (2010) *Stakeholder Survey-Facilities, Anthony Wayne Local School District*. Collaborated with district- level school administrators to design and administer a stakeholder survey for gauging perceptions of district administrators’ performance and support for school budget referenda.

Johnson, P., Ingle, W. K., & Gillespie, M. A. (2009) *Stakeholder Survey, Anthony Wayne Local School District*. Collaborated with district- level school administrators to design and administer a stakeholder survey at (v)-10(y)

Master's Thesis/Final Project Committees

Member, Scott Withrow, 2014, BGSU  
Member, Mohammed Issah, 2011, BGSU  
Member, Xu Liang, 2010, BGSU  
Member, Yuchun Zhou, 2010, BGSU  
Member, Jie Wang, 2009, BGSU  
Member, Birget Peter, 2009, BGSU

Undergraduate

External reviewer, Jessica Reyka Honors Thesis, 2012