August 9, 2024

Vita

Stephen Stark, Ph.D.
Special Advisor to the Provost
Professor of Psychology, Industrial-Organizational, Quantitative Methods
University of South Florida (USF)

Work Address:
4202 E. Fowler Ave.
University of South Florida
Tampa, FL 33620
sestark@usf.edu

- Fall 2001 – Spring 2002: University Dissertation Fellowship. Research on development and scoring of a fake-resistant format for administering personality items (Supervisor: Fritz Drasgow).

- Summer 2001: Internship American Institute of Certified Public Accountants (AICPA). Conducted psychometric evaluations of CPA exams and participated in research to facilitate the transition from paper and pencil to computerized testing (Supervisor: Gerry Melican).

- Fall 2000 – Summer 2001: Research assistant. Developed IRT-based optimal appropriateness measurement software to identify potentially unmotivated examinees and assess effects on CPA exam dimensionality. Conducted differential item functioning analyses of CPA exams to assess potential effects of measurement bias on demographic groups (Supervisor: Fritz Drasgow).

- Fall 2000 – Summer 2000: Consortium Research Fellows Program, Army Research Institute (ARI). Conducted psychometric evaluation of the Assessment of Individual Motivation (AIM) inventory; used optimal appropriateness measurement methods to predict attrition among recruits (Supervisors: Fritz Drasgow and Mark Young at ARI).

- Fall 1999 – Spring 2000: Instructor for Industrial Organizational Psychology. Developed and taught multiple sections of undergraduate psychology course.

- Fall 1999 – Spring 2000: Psychometric consultant for evaluation of CPA licensing exams (Supervisor: Fritz Drasgow).

- Fall 1998 – Summer 1999: Research assistant. Developed computer simulations involving multidimensional item response theory; provided psychometric and statistical consulting for Medical College of Wisconsin (Supervisor: Terry Ackerman, Department of Educational Psychology).

- Fall 1998 – Spring 1999: Research assistant. Work Experiences Lab. Developed computer programs and used item response theory methods to improve measurement of sexual harassment (Supervisors: Fritz Drasgow, Charles Hulin, and Louise Fitzgerald).

- Summer 1998 – Summer 1999: Psychometrics consultant for Personnel Decisions Research

<u>Louisiana State University (LSU, Post-Baccalaureate Study in Psychology)</u>
- x   Summer 1994 – Fall 1995. Research assistant. Contacted, interviewed, reviewed charts, and entered data for participants in alcohol study at Louisiana State University Medical Center, Earl K. Long Hospital, Baton Rouge, LA (Supervisors: Frederick Cerise, M.D. (Principal Investigator, Department of Internal Medicine) and Isabella Sciari (Clinical Psychology)).

<u>University of New Orleans (UNO, Graduate Study in Physics)</u>
- x   Spring 1992 – Fall 1992. Teaching assistant / Laboratory instructor. Taught and supervised students in introductory physics laboratory courses for science/engineering and pre-medical/dental students (Supervisors: Clyde Berg and J. Sullivan, Department of Physics).

Professional Memberships & Affiliations

Society of Industrial and Organizational Psychology (SIOP)	2002–present, Fellow
American Psychological Association (APA, Div. 5, 14)	2012–present, Fellow (5, 14)
International Test Commission (ITC)	2012–present
US Army Research Institute (ARI) Consortium of Fac.7497 Twt20 TD .0005 Tc -.0021 000s.08if D.0002 T	

Phi Kappa Phi National Honor Society		1991
Alpha Theta Epsilon Honor Society		1986

<u>High School</u>

Co-valedictorian		1985
Torch Awards	Top 5 GPA in cohort	1982, 83, 84, 85

Teaching in Psychology (G=graduate; U=undergraduate)

- x Industrial-Organizational (I-O) Psychology (U)
- x Introduction to Advanced Psychology (Research in I-O Psychology) (G)
- x Introduction to Social Psychology (U)
- x Introduction to Item Response Theory (G)
- x Item Response Theory: Differential Item Functioning (G)
- x Applied Multivariate Statistics (G)
- x Organizational Research Methods (G)
- x Personality (U)
- x Personnel (G)
- x Selection (G)
- x Psychometrics (G)
- x Tests and Measurement (U)

Research

My research focuses on item response theory (IRT) methods, particularly ideal point models, forced choice response formats, computerized adaptive testing (CAT), differential item functioning (DIF) detection, and aberrant response detection. Collectively, my research has examined how IRT technology can be used to improve the accuracy and efficiency of testing in workplace and educational contexts.

Extramural Funding Awards

(2015). $179,855 R03 National Institute (NIH), National Cancer Institute (NCI), Measure development for prediction of E-cigarette initiation. Co-I for instrument development and validation comp

health insurance, $8,929 tuition & fees, $1,923 indirect cost

amount requested was approximately $1.4M, which includes $205K indirect costs. Dr. Stark will receive one-month summer salary for the duration of the project. Grant is refereed. Not funded.

(2013). R01 National Institutes of Health (NIH). Creation of a community engagement index (CEI) for pregnant and postpartum women. Co-PI for instrument development and validation components of grant proposal submitted by Hamisu Salihu (PI; MD, PhD, Obstetrics & Gynecology, and Epidemiology, USF College of Public Health). Total amount requested was $2,164,001, which includes $1,470,596 direct costs, $693,405 indirect costs (GA tuition excluded from IDC). Project was set to begin 7/1/2014 and end 6/30/19. Dr. Stark is the lead psychometrician on the research team. He will supervise and conduct psychometric analyses related to scale development. Dr. Stark was budgeted at 10% effort for four years at a cost of $77,564 and will have a graduate assistant. Grant is refereed.

Journal Articles
(Bold authors were USF students when work began.)

2024 (including accepted and in press)

Tu, N., Kumar, L., Joo, S.H., & Stark, S. (2024). Linking methods for multiunidimensional forced choice tests using the Multi-Unidimensional Pairwise Preference model. *Applied Psychological Measurement, 48*, 104-24.

2023

Tu, N., Joo, S.H., Lee, P.S., & Stark, S. (2023). Comparison of parameter estimation approaches for Multi-Unidimensional Pairwise Preference tests. *Behavior Research Methods, 55*, 764-86.

Joo, S.H., Lee, P., Park, J.Y., & Stark, S. (2023). Assessing dimensionality of the ideal point item response theory model using posterior predictive model checking. *Organizational Research Methods, 26*, 353-82.

Joo, S.H., Lee, P., & Stark, S. (2023). Modeling multidimensional forced choice measures with the Zinnes and Griggs pairwise preference item response theory model. *Multivariate Behavioral Research, 58*, 241-61.

Harrel, P.T., Brandon, T.H., Stark, S.E., Simmons, V., Barnett, T.E., Quinn, G.P., & Cho, S. (2023). Measuring vaping-related expectancies in young adults: Psychometric evaluation of the Electronic Nicotine Vaping Outcomes (ENVO) scale. *Drug and Alcohol Dependence, 246*, 109861.

2022

Joo, S.H., Lee, P., & Stark, S. (2022, invited). Accuracy and precision of Bayesian multigroup estimation for the generalized hyperbolic cosine ideal point item response theory model. *Journal of Applied Measurement, 23*, 9-36. (Invited for special issue on ideal point modeling)

Joo, S.H., Lee, P.S., & Stark, S. (2022). Bayesian approaches for detecting differential item functioning using an ideal point item response theory model. *Applied Psychological Measurement, 46*, 98-115.

Joo, S.H., Lee, P., & Stark, S. (2022). The explanatory generalized graded unfolding model: Incorporating collateral information to improve latent trait estimation accuracy. *Applied Psychological Measurement, 46*, 3-18.

Wang, Y., Kim, E.S., Joo, S.H., Chun, S., Alamri, A., Lee., P., & Stark, S. (2022). Reconsidering multilevel latent class models: Can level-2 latent classes affect item response probabilities. *Journal of Experimental Education, 90*, 158-72

2021

Lee, P., Joo, S.H., & Stark, S. (2021). Detecting DIF with the Thurstonian IRT model. *Organizational Research Methods, 24*, 749-771.

Ng, V., Lee, P., Moon-Ho, R.H., Kuykendall, L., Stark, S., & Tay, L.S. (2021). The development and validation of a multidimensional forced-choice format character measure: Testing the Thurstonian IRT approach. *Journal of Personality Assessment, 22*, 224-237.

Wang, Y., Kim, E.S., Ferron, J., Dedrick, R., Tan, T., & Stark, S. (2021). Testing measurement invariance across unobserved groups: The role of covariates in factor mixture modeling. *Educational and Psychological Measurement, 81*, 61-89.

2020

Joo, S.H., Lee, P., & Stark, S. (2020). Adaptive testing with the GGUM-RANK multidimensional forced choice model: Comparison of pair, triplet, and tetrad scoring. *Behavior Research Methods, 52*, 261-72.

Thurston, A.J., Campbell, J. S., & Stark, S. (2020). Modeling the relationships between combat experience and posttraumatic stress disorder factors. *Military Behavioral Health, 8*, 201-211

Nye, C.D., Joo, S.H, Zhang, B., & Stark, S. (2020). A comparison of model-data fit methods for IRT models. *Organizational Research Methods, 23*, 457-86.

Zhang, B., Sun, T., Drasgow, F., Chernyshenko, O.S., Nye, C.D., Stark, S., & White, L.A. (2020). Though forced, still valid: Psychometric equivalence of forced-choice and single-statement measures. *Organizational Research Methods, 23*, 569-90.

Nye, C.D., Chernyshenko, O.S., Stark, S., Drasgow, F., Phillips, H.L., Phillips, J.B., & Campbell, J.S. (2020). More than g: Evidence of incremental validity for predicting training performance. *Applied Psychology: An International Review, 69*, 302-24.

Kirkendall, C.D., Nye, C.D., Rounds, J.R., Drasgow, F., Chernyshenko, O.S., & Stark, S. (2020). Adaptive Vocational Interest Diagnostic: Informing and improving the job assignment process. *Military Psychology, 32*, 91-100

Nye, C.D., White, L.A., Drasgow, F., Prasad, J., Chernyshenko, O.S., & Stark, S. (2020). Examining personality for the selection and classification of soldiers: Validity and differential validity across jobs. *Military Psychology, 32*, 60-70

Nye, C.D., White, L.A., Horgen, K., Drasgow, F., Stark, S. & Chernyshenko, O.S. (2020). Predictors of attitudes and performance in US Army recruiters: Does personality matter? *Military Psychology, 32*, 81-90

2019

Rojas, E. C., Hicks, B. M., Stark, S., Hopwood, C, Bornovalova, M. A.

2002

Stark, S., Chernyshenko, O.S., Lancaster, A.R., Drasgow, F., & Fitzgerald, L. F. (2002). Toward standardized measurement of sexua

Books, Chapters, Encyclopedia Entries, and Published Proceedings

(Bold authors were USF students when work began.)

2020

National Academies of Sciences, Engineering, and Medicine; Division of Behavioral and Social Sciences and Education; Board on Human-Systems Integration; Committee on Strengthening U.S. Air Force Human Capital Management. (2020). *Strengthening U.S. Air Force human capital management: A flight plan for 2020-2030*. Washington D.C.: The National Academies Press.

2019

Chernyshenko, O.S., Stark, S., & Nye, C.D. (2019). Interest measurement. In C.D. Nye and J. Rounds (Eds.) *Vocational Interest in the Workplace*. Taylor & Francis/Routledge: Philadelphia, PA.

2018

Drasgow, F., Nye, C.D., Stark, S., & Chernyshenko, O.S. (2018). Differential item and test functioning. In P. Irwing (Ed.) *Handbook of Psychometric Testing*. NJ: Wiley-Blackwell.

2017

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2017). Modern psychometric theory to support personnel assessment and selection. In J.L. Farr & N.T. Tippins (Eds.) *Handbook of Employee Selection* (pp. 931-948). NY: Routledge.

2016

Stark, S., Martin, J., & Chernyshenko, O.S. (2016). Technology and testing: Developments in education, work, and healthcare. In F. T. L. Leong, D. Bartram, F. Cheung, K. F. Geisinger, and D. Iliescu (Eds.) *The ITC International Handbook of Testing and Assessment* (pp. 395 – 407). New York, NY: Oxford University Press.

Stark, S., & Chernyshenko, O.S., & Potter, S. (2016). Standardized testing. In S.G. Rogelberg (Ed.). *Encyclopedia of Industrial/Organizational Psychology* (Vol. 2, pp. 754-758) Thousand Oaks, CA: Sage Publications, Inc.

Chernyshenko, O.S., & Stark, S. (2016). Mobile psychological assessment. In F. Drasgow (Ed.), *Technology and testing: Improving educational and psychological measurement* (pp. 206 – 216). New York, NY: Routledge.

2015

National Academies of Sciences, Engineering, and Medicine; Division of Behavioral and Social Sciences and Education; Board on Human-Systems Integration; Committee on Measuring Human Capabilities: Performance Potential of Individuals and Collectives. (2015). *Measuring human capabilities: An agenda for basic research on the assessment of individual and group performance potential for military accession*. Washington D.C.: The National Academies Press.

2012

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2012). Constructing fake-resistant personality tests using item response theory: High stakes personality testing with multidimensional pairwise preferences. In Matthias Ziegler, Carolyn MacCann, & Richard D. Roberts (Eds). *New Perspectives on Faking in Personality Assessment* (pp. 215 – 239). NY: Oxford University Press.

Moon-Ho, R.H., Stark, S., & Chernyshenko, O. S. (2012). Graphical representation of structural equation models using path diagrams. In Rick Hoyle, David Kaplan, George Marcoulides, and Steve West (Eds.). Handbook of Structural Equation Modeling (pp. 43 – 55). NY: Guilford Press.

2011

Guenole, N., Chernyshenko, O., Stark, S., Cucker, T., & Drasgow, F. (2011). We're Doing Better than You Might Think: A

2011

Encyclopedia of Psychology and Behavioral Science (Third Ed., Vol. 2, pp. 773 – 774). New York: John Wiley and Sons Inc.

Book Reviews

2006
    Stark, S. (2006). Review of research methods for organizational studies (2nd ed.). Donald P. Schwab (author). Organizational Research Methods, 9, 572 – 74.

2004
    Stark, S. (2004). Review of the comprehensive handbook of psychological assessment Volume 4: Industrial and organizational assessment. C. Thomas & M. Hersen (Eds.). Personnel Psychology Book Review Series, 57, 737 – 41.

Invited Lectures and Presentations

Stark, S. (February, 2024). *Noncognitive testing in military contexts: Personality and vocational interest measures.* Invited presentation at National Academies of Sciences, Engineering, and Medicine U.S. Air Force Science and Technology Roundtable.

Stark, S. (February, 2023). *Differential item and test functioning and practical importance.* Invited presentation in Psychometrics webinar for the Association of Social Work Boards.

Stark, S. (April, 2022). *Calibration and linking methods for noncognitive tests based on the MUPP model.* Invited virtual presentation for SIGMIE group on Contemporary Issues in Scaling, Linking, and Equating at the 2022 annual meeting the National Council on Measurement in Education. San Diego, CA.

Stark, S. (July, 2021). *Advances in forced choice testing: Methodology and highlights of TAPAS.* Invited presentation for the 2020 International Personnel Assessment Council (IPAC) Innovations in Assessment Awards in the 2021 IPAC virtual conference.

Stark, S. (June, 2021). *Validity and test bias.* Presentation in the Test and Measurement Around the Globe (TMAG) virtual conference hosted by Ly, T., S. Woo, and T. Behrend at Purdue University.

Stark, S. (May, 2020). *Advances in high-stakes noncognitive testing: IRT methods to improve accuracy and efficiency.* Invited presentation for the Personnel Testing Council of Metropolitan Washington (PCTMW). Washington, D.C. [Invited IPAC award presentation]

Stark, S. (August, 2018). *Advances in psychometric technology for workplace and educational testing: Modernizing high-stakes personality assessment.* Invited presentation for the Hogan Assessments Distinguished Speaker Series. Tulsa, OK.

Stark, S. (September, 2017). *Advances in psychometric technology for workplace and educational testing: Modernizing high-stakes personality assessment.* Keynote presentation at the annual conference of the European Association of Test Publishers-(EATP). Noordwijk, Netherlands.

Stark, S. (March, 2017). *Evolution of personality assessment: From research to practice.* Guest lecture for Deniz Ones (via skype). University of Minnesota. Minneapolis-St. Paul, MN.

Stark, S. (September, 2015). *Evolution of personality assessment: From research to practice.*

Stark, S. (September, 2012). *Personality measurement in high stakes settings: Using IRT methods to improve the accuracy and validity of scores.* University of Kansas, Department of Psychology. Lawrence, KS.

Stark, S. (May, 2012). *Introduction to item response theory methods.* University of Central Florida, College of Public Health. Orlando, FL.

Stark, S. (October, 2010). *Toward high stakes personality testing: Using measurement technology to improve test construction and scoring.* University of Maryland, Department of Psychology. College Park, MD.

Stark, S. (June, 2008). *Applications of measurement technology in personality assessment.* Tianjin Normal University, Department of Psychology. Tianjin, China.

Stark, S. (July, 2008). *Applications of measurement technology in personality assessment.* Renmin University, Department of Psychology. Beijing, China.

Stark, S., & Chernyshenko, O.S. (October, 2006). *Applying ideal point IRT models to score single stimulus and pairwise preference personality items.* Educational Testing Service Faking Mini-

Kumar, L., Tu, N., Nye, C.D., Joo, S.H., & Stark, S. (April, 2023) Comparison of DIF effect size indices in IRT models. Symposium presentation at the 2023 annual meeting of the National Council on Measurement in Education. Chicago, IL.

Tu, N., Kumar, L., Joo, S.H., & Stark, S. (April, 2023) Aberrant responding detection in multidimensional forced-choice tests: lz vs. optimal appropriateness measures. Symposium presentation at the 2023 annual meeting of the National Council on Measurement in Education. Chicago, IL.

2022
Stark, S. (April, 2022) Personality tests gone wild. International Test Commission Adaptation Guidelines Panel discussion at the 37th annual conference for the Society of Industrial and Organizational Psychology. Seattle, WA.

Stark, S. (April, 2022) New guidelines for technology-based assessment. Panel discussion at the 37th annual conference for the Society of Industrial and Organizational Psychology. Seattle, WA.

Kumar, L. S., Tu, N., Joo, S.H., & Stark, S. (2022) Linking methods for the Multi-Unidimensional Pairwise Preference (MUPP) IRT model. Symposium presentation at the 37th annual conference for the Society of Industrial and Organizational Psychology. Seattle, WA.

Stark, S. (April, 2022; invited) Calibration and linking methods for noncognitive tests based on the MUPP model. Invited virtual presentation for SIGME Group on Contemporary Issues in Scaling, Linking, and Equating at the 2022 annual meeting of the National Council on Measurement in Education. San Diego, CA.

Kumar, L., Tu, N., Joo, S.H., & Stark, S. (April, 2022) Linking methods for the Multi-Unidimensional Pairwise Preference (MUPP) IRT model. Research blitz presentation at the 2022 annual meeting of the National Council on Measurement in Education. San Diego, CA.

Hanges, P.H., Grand, J.A., Epistola, J., & Stark, S. (May, 2022) Leader ridicules me: Validation of a forced-choice destructive leadership measure. Paper presented at the 5th Interdisciplinary Perspectives on Leadership Symposium. Mykonos, Greece.

2021
Stark, S. (July, 2021) Advances in forced choice testing: Methodology and highlights of TAPAS. Invited presentation for the 2020 International Personnel Assessment Council (IPAC) Innovations in Assessment Awards in the 2021 IPAC virtual conference.

Stark, S. (June, 2021; invited) Validity and test bias. Presentation in the Test and Measurement Around the Globe (TMAG) virtual conference hosted by L. Tay, S. Woo, and T. Behrend at Purdue University.

Tu, N., Joo, S.H., Lee, P., & Stark, S. (April, 2021) Building better MFC tests: How statement parameter estimation methods affect scoring accuracy. In Item Response Theory III: New updates in research and applications (Tianjun Sun, Chair). Symposium at the 36th annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

Joo, S.H., Lee, P., & Stark, S. (April, 2021). Improving scoring by using collateral information: Explanatory GGUM. In Item Response Theory III: New updates in research and applications (Tianjun Sun, Chair). Symposium at the 36th annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

Stark, S. (April, 2021). Panelist for Strategic directions in forced-choice personality testing (LCDR Brennan Cox, Chair). Panel discussion at the 36th annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

Stark, S. (April, 2020). Discussant for State of the art and science of rating unstructured data (Derek Mracek, Chair). Symposium at the 36th annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

2020 (* = accepted but canceled due to COVID-19 disruption)

*Joo, S.H., Lee, P., & Stark, S. (July, 2020). Development of Computerized Adaptive Testing for Multidimensional Forced Choice Measurement. Presentation at the 85th annual conference of the Psychometric Society. College Park, MD. [CANCELED]

*Stark, S. (July, 2020). International Journal of Testing: Highlights and updates. Presentation at the 12th conference for the International Test Commission. Luxembourg. [CANCELED]

*Stark, S., Zhang, B., Drasgow, F., Nye, C.D., & Chernyshenko, O.S. (July, 2020). Increasing reliability of forced-choice tests using empirical Bayes augmented scores. Presentation at the 12th conference for the International Test Commission. Luxembourg. [CANCELED]

*Stark, S. (April, 2020). Panelist for Strategic directions in forced-choice personality testing (LCDR Brennan Cox, Chair). Panel discussion at the 35th annual conference for the Society of Industrial and Organizational Psychology. Austin, TX. [TO BE PRESENTED IN 2021]

*Stark, S. (April, 2020). Discussant for Machine teaching: The state of the art and science of rating unstructured data (Derek Mracek, Chair). Symposium at the 35th annual conference for the Society of Industrial and Organizational Psychology. Austin, TX. [CANCELED]

*Joo, S.H., Lee, P., & Stark, S. (April, 2020). Improving scoring by using collateral information: Explanatory GGUM. In Item Response Theory III: New updates in research and applications (Tianjun Sun & Stephen Stark, Co-Chairs). Symposium at the 35th annual conference for the Society of Industrial and Organizational Psychology. Austin, TX. [CANCELED]

2019

Stark, S., Zhang, B, Drasgow, F., Nye, C.D

Nye, C.D., Rounds, J., Kirkendall, C., Drasgow, F., Chernyshenko, O.S., & Stark, S. (October, 2019). Predicting performance in military occupations with vocational interests. Presentation at the 61st annual conference for the International Military Testing Association. Tallinn, Estonia.

Stark, S. & Chernyshenko, O.S. (April, 2019). Improving forced-choice measurement with CAT: Modeling, scoring, and data screening. Presentation at the 34th annual conference for the Society of Industrial and Organizational Ps

Lee, P., Joo, S.H., & Stark, S. (April, 2018). Testing DIF for MFC measures using the Thurstonian item response theory. Presentation at the 33rd annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Martin, J., Coovert, M.D., Dube, C., & Stark, S. (April, 2018). Something looks phishy here: Applications of signal detection theory to cyber-security behaviors in the workplace. Poster presented at

Lee, P., Joo, S.H., Stark, S., & Chernyshenko, O.S. (July, 2017). Validity evidence for multidimensional forced choice measures across different scoring approaches. Presentation at the 14th

Stark, S., Chernyshenko, O.S., Drasgow, F., & Nye, C.D. (October 2014, invited). Computerized adaptive personality testing: Methods to meet the challenges of high stakes use. Paper presented at the conference of the International Association of Computerized Adaptive Testing. Princeton, NJ.

Stark, S., Chernyshenko, O.S., & Nye, C.D. (October, 2014). Multidimensional forced choice testing: Lessons learned, pending questions, new directions. Paper presented at the 56th annual conference of the International Military Testing Association. Hamburg, Germany.

Nye, C.D., Horgen, K.E., White, L.A., Laport, K., Hoffman, R.R., Drasgow, F., Chernyshenko, O.S., & Stark, S. (October 2014). Predicting the performance and job attitudes of military recruiters. Paper presented at the 56th annual conference of the International Military Testing Association. Hamburg, Germany.

Chun, S., Stark, S., Chernyshenko, O.S., & Kim, E. (May, 2014). Using MIMIC methods to detect DIF among multiple groups. Paper presented at the 29th annual conference for the Society of Industrial and Organizational Psychology. Honolulu, HI.

Lee, P., Stark, S., Seybert, J.M., & Chernyshenko, O.S. (May, 2014). Advances in constructing and evaluating unidimensional forced choice measures. Presentation at the 29th annual conference for the Society of Industrial and Organizational Psychology. Honolulu, HI.

Meyer, R., & Stark, S. (May, 2014). Broadening our sphere of influence: Exemplars of science

Stark, S., Drasgow, F., & Chernyshenko, O.S. (October, 2013) The development of aberrance response flags for TAPAS. Paper presented at the 55th annual conference of the International Military Testing Association. Seoul, Korea.

Nye, C.D., Stark, S., Drasgow, F., Kubisiak, C.U., White, L.A., & Jose, I. (October, 2013). Assessing the Tailored Adaptive

Seybert, J, Stark, S., & Chernyshenko, O.S. (April, 2012). Shedding new light on the trouble with DIF detection using ideal point models: A comparison of area and parameter difference methods. Paper presented at the 27th Annual conference for the Society of Industrial and Organizational Psychology. San Diego, CA.

2011
Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2011). Comparing nonadaptive and adaptive multidimensional personality tests using IRT. Paper presented at the 26

Drasgow, F., Chernyshenko, O.S., & Stark, S., Phillip, L., Phillips, J., Olson, T., Olde, B., Walker, P. (October, 2009). Scoring the Performance Based Measurement (PBM) test to enhance naval aviation selection decisions. Paper presented at the 51st annual conference of the International Military Testing Association. Tartu, Estonia.

Gianopulos, G., Ferron, F., Dedrick, R., Chy, Y.H., & Stark, S. (April, 2009). The robustness of Rasch true score preequating to violations of model assumptions. Paper presented at the annual meeting of the American Educational Research Association. San Diego, CA.

2008
Stark, S., & Chernyshenko, O.S., Drasgow, F., White, A., Heffner, T., & Hunter, A. (October, 2008). Using multidimensional pairwise preference personality tests in military contexts: Development and evaluation of the TAPAS-95s. Paper presented at the 50th annual conference of the International Military Testing Association. Amsterdam, NL.

Stark, S., & Drasgow, F., & Chernyshenko, O.S. (October, 2008). Update on the Tailored Adaptive Personality Assessment System (TAPAS): The next generation of personality assessment

Stark, S., & Chernyshenko, O.S. (October, 2007) Adaptive testing with the multi-unidimensional pairwis

2005

Stark, S., & Chernyshenko, O.S., Drasgow, F. (November, 2005). Examining the recovery of normative scores with three- and five- dimensional adaptive multidimensional forced choice tests. Paper presented at the 47th annual conference of the International Military Testing Association. Singapore.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2005). Are CFA and IRT equally viable methods for detecting biased items? Toward a unified strategy for DIF detection. Paper presented at the 20th annual conference for the Society of Industrial and Organizational Psychology. Los Angeles, CA.

Chernyshenko, O.S., & Stark, S., Prewett, M., Gray, A., Stilson, F., & Tuttle, M. (November, 2005). Normative score comparisons from single stimulus, unidimensional forced choice, and multidimensional forced choice personality scales using item response theory. Paper presented at the 47th annual conference of the International Military Testing Association. Singapore.

Guenole, N., Chernyshenko, O.S., Stark, S., & McGregor, K. (April, 2005). Measuring dispositional stress reactions: A new measure. Poster presented at the 20th annual conference for the Society of Industrial and Organizational Psychology. Los Angeles, CA.

Raju, N.S. (presenter), Chernyshenko, O.S. (presenter), & Stark, S. (presenter). (April, 2005). Item response theory: An introduction. Invited tutorial at the 20th annual conference for the Society of Industrial and Organizational Psychology. Los Angeles, CA.

2004

Stark, S., & Chernyshenko, O.S. (April, 2004). Developing computer adaptive measures of personality and performance: Improvements in item selection and scoring. Paper presented at the 19th annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Capon, J., Chernyshenko, O.S., & Stark, S. (November, 2004). Applicability of civilian retention theory in the military: Prediction retention in New Zealand. Paper presented at the 46th annual conference of the International Military Testing Association. Brugge, Belgium. al Military Tesw- (Nov5 Tc ·

White, L.A., Young, M.C., Heggestad, E., Stark, S., Drasgow, F., & Piskator, G, MAJ. (November, 2004). Development of a non-high school diploma graduate preenlistment screening model to enhance the future force. Paper presented at the Army Science Conference. Orlando, FL.

2003

Stark, S., Chernyshenko, O.S., & Drasgow, F. (November, 2003). New approach to constructing and scoring fake-resistant personality measures. Paper presented at the 45th Annual conference of the International Military Testing Association. Pensacola, FL.

Stark, S., & Chernyshenko, O.S. (April, 2003). Improving personality assessment: A new Approach to test construction and scoring. Paper presented at the 18th annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (November, 2003). Predicting attrition of Army recruits using Optimal Appropriateness Measurement. Paper presented at the 45th Annual conference of the International Military Testing Association. Pensacola, FL.

Chernyshenko, O.S., & Stark, S. (April, 2003). Constructing personality scales under assumptions of an ideal point response process: A six-facet measure of conscientiousness. Paper presented at the 18th annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

Chernyshenko, O.S., Stark, S., Credé, M., Wadlington, P.L., & Lee, W.C. (April, 2003). Improving the Measurement of Job Attitudes: The development of the Job Satisfaction Index. Paper presented at the 18th annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

Credé, M., Chernyshenko, O.S., Stark, S., Bauls, M.R., Dalal, R.S., & Do, B.-R. (April, 2003). Development of an integrative model of the antecedents and consequences of job satisfaction. Paper presented at the 18th annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

2002

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2002). Investigating the effects of local dependence on the accuracy of IRT ability estimation. Paper presented at the 2002 Annual Meeting of the National Council on Measurement in Education. New Orleans, LA.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2002). Examining the effects of differential item/test functioning (DIF/DTF) on selection decisions: When are statistically significant effects practically important? Paper presented at the 17th annual conference for the Society of Industrial and Organizational Psychology. Toronto, Canada.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (April, 2002). Identifying causes of differential item functioning using optimal appropriateness measurement. Paper presented at the 17th annual conference for the Society of Industrial and Organizational Psychology. Toronto, Canada.

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Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2001).

measurement of sexual harassment. *Conference proceedings of the 41st annual conference of the International Military Testing Association (IMTA) / Officer Selection Workshop*. Monterey, CA.

Chernyshenko, O.S., Chan, K.Y., Stark, S., Drasgow, F., & Williams, B.A. (April, 1999). Examining the fit of item response theory models to personality data. *Paper presented at the 14th annual conference for the Society of Industrial and Organizational Psychology*. Atlanta, GA.

1998
Stark, S. & Drasgow, F. (April, 1998). Application of an item response theory ideal point model to computer adaptive assessment of job performance. *Paper presented at the 13th annual conference for the Society of Industrial and Organizational Psychology*. Dallas, TX.

Service and Student Supervision

Reviewing for Journals, Professional Associations, and Grants
- x African Journal of Psychological Assessment (Editorial board member 2019–present)
- x Applied Measurement in Education
- x Applied Psychological Measurement (Editorial board member March 2014–present)
- x Educational Measurement: Issues and Practice (Editorial board member Oct. 2021–present)
- x European Journal of Psychological Assessment (Editorial board member July 2017–present)
- x International Journal of Selection and Assessand 6.4(A)2.8() /a-c -.0002 Tw (2a Tc -ember)Tj 7.6

- x SIOP Executive Board (2017–2019)
- x SIOP Scientific Affairs Committee (chair 2014–16; member 2011–16)
- x SIOP Committee to Review Testing Standards Revision (2011)
- x SIOP Program Committee (proposal reviewer; 2004–18)
- x SIOP Strategic Planning Committee (2006–07)
- x APA Council of Representatives (COR) Representing SIOP (Div. 14) (2017–19)
- x APA Coalition for Academic and Scientific Applied Psychology (2017–18)
- x International Test Commission (ITC) Council Member and Publica

- x USF Faculty Senate Ad Hoc Committee on Budget (Jan–Sep 2021)
- x USF University Budget Committee and Resource Allocation Workgroup (Aug 2023–Aug 24)
- x USF Strategic Planning Implementation Comm rep. Faculty Senate (Spring 2022)
- x USF Consolidation K12 Cluster Program Alignment (Social Sciences) (Jan–Feb 2019)
- x USF Big Data Analytics Ph.D. Program Steering Committee (2019–present)
- x USF World Ghana Scholar's Program Mentor (Fall 2018)
- x USF Distinguished University Professor Committee (Spring 2018)
- x Graduate School task force on enrollment and student outcomes (2013)
- x Graduate School committee: CGS grant, student learning assessment (2012–13)
- x USF College of Arts and Sciences Dean Search Advisory Committee (Oct 2023–April 2024)
- x CAS Undergraduate Committee (2007–08)
- x CAS Student Grievance Committee (2005, 2007)
- x CAS reviewer/panelist for internal grant awards (2005–07)

USF Thesis and Dissertation Committees
- x (2023-) Negar Maleki (comps/dissertation; member; MUMA Big Data Analytics PhD prog)
- x (2023-) Shafayet Hossain (comps/dissertation; member; MUMA Big Data Analytics PhD prog)
- x (2021-) Mukhunth Raghavan (dissertation; co-chair with Wiernik; proposed Jan. 2023)
- x (2020-) Lavanya Kumar (dissertation; chair; advisor)
- x (2023-24) Haomin (Ivy) Chen (thesis; member; defended July 2024)
- x (2022-24) Naidan Tu (dissertation; chair; advisor; defended June 2024)
- x (2021-24) Allie Choate (dissertation; member; defended May 2024)
- x (2021-22) Jerry Slutsky (dissertation; advisor; co-chair with Spector; defended Sept 2022)
- x (2021-21) Rylan Charlton (dissertation; co-chair with Borman; defended Oct 2021)
- x (2020-23) Christina Falcon (dissertation; member; defended March 2023)
- x (2020-21) Yue Yin (dissertation; member; Education; defended June 2021)
- x (2020-21) Yueja Teng (dissertation; member; defended May 2021)
- x (2019-21) Mukhunth Raghavan (thesis; member; defended fall 2021)
- x (2019-21) Naidan Tu (thesis; chair; advisor; defended September 2021)
- x (2019-19) Britany Telford (dissertation member; defended fall 2019)
- x (2018-21) Ni Jie (thesis; chair; advisor; proposed spring 2020; left program Aug 2021)
- x (2018-19) Jaclyn Martin (dissertation member; defended spring 2019)
- x (2017-19) Maryana Arvan (dissertation member; defended summer 2019)
- x (2016-21) Andrew J. Thurston (dissertation; co-chair with Wiernik; defended spring 2021)
- x (2016-18) Abeer Alamri (dissertation member; Education; defended Nov. 2018)
- x (2016-18) Yan Wang (dissertation member; Education; defended May 2018)
- x (2016-18) Seokjoon Chun (dissertation; chair; proposed Feb. 2017; left program Dec. 2018)
- x (2016-17) Jaclyn Martin (thesis; member; defended spring 2017)
- x (2015-18) Seulki (Rachel) Jang (dissertation; member; defended May 2018)
- x (2015-18) Sean Potter (thesis; chair; defended February 2018)
- x (2015-17) Fred Macoukji (dissertation; member; defended June 2017)
- x (2015-17) Claire Gorey (thesis; member; defended March 2017)
- x (2015-17) Elizabeth Rojas (dissertation; member; defended June 2017)
- x (2015-16) Troy Webber (dissertation; member; defended June 2016)
- x (2015-16) Philseok Lee (dissertation; chair; defended April 2016)
- x (2015-16) Andrew J. Thurston (thesis; chair; defended April 2016)

- x (2015-16) Adam Ducey (thesis; member; defended October 2016)
- x (2015-16) Andrew Kiselica (dissertation; member; defended January 2016)
- x (2014-17) Matt Grossman (dissertation; member; defended June 2017)
- x (2014-14) Charlotte Holden (honor's thesis; chair; defended November 2014)
- x (2014-14) Seokjoon Chun (thesis; chair; defended September 2014)
- x (2014-14) Maryana Arvan (thesis; member; defended October 2014)
- x (2013-17) Chunhua Cao (dissertation; member; Education; defended March 2017)
- x (2013-17) Yong (Isaac) Li (dissertation; member; Education; defended March 2017)
- x (2012-14) Jeffrey Conway (dissertation; member; defended May 2014)
- x (2012-13) Jacob Seybert (dissertation; chair; defended November 2013)
- x (2012-13) Philseok Lee (thesis; chair; defended February 2013)
- x (2012-13) Elizabeth Rojas (thesis; member; defended July 2013)
- x (2011-13) Timothy Ryan Dullaghan (dissertation; member; defended June 2013)
- x (2011-13) Christa Labouliere (dissertation; defended June 2013)
- x (2011-12) Alexandra Ilie (dissertation; member, defended July 2012)
- x (2010-11) Tiffany Smith (dissertation; member; defended September 2011)
- x (2009-11) Amy Taylor (dissertation; member; defended December 2011)
- x (2009-11) Ashley Nixon (dissertation; member; defended February 2011)
- x (2009-10) Kevin Askew (thesis; member; defended Spring 2010)
- x (2008-12) Gabriel Lopez-Rivas (dissertation; chair; defended January 2012)
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Dr. Leonard White (U.S. Army Research Institute, retired)
Contact information can be provided upon request.