

Arlington Heights High School: College preparatory course

Miami University: AB, Psychology, 1964

University of California (Berkeley): in Industrial-Differential  
Psychology, 1972

President of Omicron Delta Kappa leadership honorary

Outstanding Sophomore of the Year Award, Miami University

Culler Physics Prize for outstanding freshman or sophomore  
undergraduates in physics

Naval ROTC Scholarship: four years

Navy Midshipman of the Year, Miami University, two years

Phi Eta Sigma Honorary

Undergraduate

Personnel Decisions Research Institutes, Inc.: Chief Scientist (2011-2016)

Personnel Decisions Research Institutes, Inc.: Chief Executive Officer  
(1996 – 2011)

Personnel Decisions Research Institutes, Inc.: President and Director of  
Research (1988 – 1996)

- R  
I** Performance measurement; criterion development; personnel selection; job analysis; person perception; personality assessment; assessment centers
- P  
M** American Psychological Association:  
Fellow, Division 14, Industrial and Organizational Psychology (1983 – present)  
Member, Council of Representatives (1991 – 1994)  
President, Division 14 (1994 – 1995)  
Member, Division 8, Personality and Social Psychology  
Fellow, Division 19, Military Psychology (2010-present)  
Society for Organizational Behavior (1983 – Present)
- E      B** Contributing Editor: Journal of Applied Psychology (1982 – 1988; 1994 – 1996; 2002 - 2011)  
  
Consulting Editor: Personnel Psychology (1990 – 1996)  
  
Consulting Editor: Group and Organization Management (1992 – 2003)  
  
Consulting Editor: International Journal of Selection and Assessment (1996 – Present)  
  
Consulting Editor: Human Performance (1996 – 2002)  
  
Associate Editor: Human Performance (2002 - 2005)  
  
Editor: Human Performance (2006 – 2015)  
  
Member of Editorial Board, Frontiers of Industrial-Organizational Psychology (1988 – 1995; 2005 – 2010)  
  
Occasional Reviewer for:  
Journal of Personality and Social Psychology  
Psychological Bulletin  
Applied Psychological Measurement  
Organizational Behavior and Human Decision Processes  
Journal of Military Psychology  
Journal of Studies on Alcohol  
Journal of Personality Assessment  
Journal of Organizational Behavior  
Academy of Management Review  
Applied Psychology: An International Review  
Journal of Applied Social Psychology  
Journal of Occupational and Organizational Psychology  
Human Relations

- Hedge, J.W., & Borman, W.C. (2018). Employee age and performance in organizations. In K.S. Shultz & G.A. Adams (Eds.),  
<sup>st</sup> (2<sup>d</sup> edition). Mahwah, NJ: Lawrence Erlbaum, 123-145.
- Silzer R.F. & Borman, W.C. (2017) Leadership potential, In Oxford handbook of talent management, Collins, D.G., Mullahs, K., Casco, W.F. (Eds.) The New York: Oxford University Press, Inc.
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pp.429-447 New York: Psychology Press.
- Ispas, D., & Borman, W. C. (2015) Psychology of personnel selection In J. D. Wright (Ed.),  
(2<sup>d</sup> ed.). Elsevier.
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- Borman, W. C. (2014). Intersections between technology and I/O psychology. In M. D. Coovert and L. F. Thompson (Eds.),  
New York, NY: Routledge.
- Borman, W. C. (2012). Dimensions, tasks, and mixed models: An analysis of three diverse perspectives on assessment centers. In D. J. R. Jackson, C. E. Lance, and B. J. Hoffman (Eds.),  
New York, NY: Routledge.
- Borman, W. C., & Smith, T. N. (2012). The use of objective measures as criteria in I/O psychology. In N. Schmitt (Ed.),  
(pp. 532-542). New York, NY: Oxford University Press, Inc.
- Hedge, J. W., & Borman, W. C. (2012). Work and aging. In S. W. J. Koslowski (Ed.),



Pace, V. L., & Borman, W. C. (2006). The use of warnings to discourage faking on noncognitive inventories. Chapter in R. Griffith (Ed.), (281-302). Greenwich, CT: Information Age Publishing, Inc.

Hedge, J. W., Borman, W. C., & Lammlein, S. E. (2006).  
Washington, DC: American Psychological Association.

Penney, L. M., & Borman, W. C. (2005). The prediction of contextual performance. In A. Evers, N. Anderson, and O. Voskuijl (Eds.), (376-396). Oxford: Blackwell.

Hedge, J. W., Borman, W. C., Bruskiwicz, K. T., & Bourne, M. J. (2004). The development of an integrated performance category system for supervisory jobs in the U.S. Navy. 231-243.

Borman, W. C. (2004). Introduction to the special issue: Personality and the prediction of job performance: More than the Big 5. 267-269.

- Borman, W. C., Klimoski, R. J., & Ilgen, D. R. (2003). Stability and change in industrial and organizational psychology. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), Volume 12 in I. B. Weiner (Editor-in-Chief), New York: Wiley.
- Pulakos, E. D., Schmitt, N., Dorsey, D. W., Arad, S., Hedge, J. W., & Borman, W. C. (2002). Predicting adaptive performance: Further tests of a model of adaptability. 299-323.
- Miles, D. E., Borman, W. C., Spector, P. E., & Fox, S. (2002). Building an integrative model of extra role work behaviors: A comparison of counterproductive work behavior with organizational citizenship behavior. 51-57
- Borman, W. C., Buck, D. E., Hanson, M. A., Motowidlo, S. J., Stark, S., & Drasgow, F. (2001). An examination of the comparative reliability, validity, and accuracy of performance ratings made using computerized adaptive rating scales. (5), 965-973.
- Borman, W. C., Penner, L. A., Allen, T. D., & Motowidlo, S. J. (2001). Personality predictors of citizenship performance. 52-69
- Borman, W. C. (2001). Performance evaluation in work settings. In Oxford: Elsevier Science Ltd.
- Peterson, N. G., Mumford, M. D., Borman, W. C., Jeanneret, P. R., Fleishman, E. A., Levin, K. Y., Campion, M. A., Mayfield

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Hanson, M. A., Borman, W





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Borman, W. C., Peterson, N. G., & Russell, T. L. (1992). Selection, training, and development of personnel. In G. Salvendy (Ed.), (2nd Edition) (pp. 882-914). New York: John Wiley

Oppler, S. H., Campbell, J. P., Pulakos, E. D., & Borman, W. C. (1992). Three approaches to the investigation of subgroup bias in

Borman, W. C. (1987). Personal constructs, performance schemata, and "folk theories" of subordinate effectiveness: Explorations in an Army officer sample.  
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- Borman, W. C. (1979). Review of the Management Relations Survey, in *Journal of Applied Psychology*, 64, 118-119.
- Dunnette, M. D., & Borman, W. C. (1979). Personnel selection and classification systems. In M. R. Rosenzweig, & L. W. Porter (Eds.), *Handbook of personnel selection and classification* (pp. 477-525). Palo Alto, CA: Annual Reviews, Inc.
- Borman, W. C. (1978). Exploring upper limits of reliability and validity in job performance ratings. *Journal of Applied Psychology*, 63, 135-144. Reprinted in R. Hampp and C. Hilgenfeld (Eds.), *Beurteilungspersonal: Perspektivenwechsel in der Personalbeurteilung*.
- Motowidlo, S. J., & Borman, W. C. (1978). Relationships between military morale, motivation, satisfaction, and unit effectiveness. *Journal of Applied Psychology*, 63, 47-52.
- Borman, W. C. (1977). Consistency of rating accuracy and rater errors in the judgment of human performance. *Journal of Applied Psychology*, 62, 238-252.
- Borman, W. C., & Bleda, P. R. (1977). Measuring motivation and work-related satisfaction in a military context. *Journal of Applied Psychology*, 62, 253-262.



Kubisiak, U.C., Lentz, E., Horgen, K.E., Bryant, R.H., Connell, P.W.,

Houston, J. S., Borman, W. C., Farmer, W. L., & Bearden, R. M. (2005).

(Institute Report #503).

Minneapolis, MN: Personnel Decisions Research Institutes, Inc.



Borman W. C., Hedge J. W., Bruskiwicz K. T., & Bourne, M. J. (2003).

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Penney, L. M., Borman, W. C., Hedge, J. W., Abrahams, N. T., & Drenth  
D. J. (2001).

(Institute Report #381). Tampa, FL: Personnel  
Decisions Research Institutes, Inc.

Sutton, M. J., Horgen, K. E., Borman, W. C., & Kubisiak, U. C. (2001).  
(Institute

Report #375). Tampa, FL: Personnel Decisions Research Institutes, Inc.

Penney, L. M., Sutton, M. J., & Borman, W. C. (2000).

Tampa, FL: Personnel  
Decisions Research Institutes, Inc.

Drenth, D. D., Kubisiak, U. C., & Borman, W. C. (2000).

(Institute Report #365). Tampa, FL: Personnel Decisions Research  
Institutes, Inc.

Kubisiak, U. C., Drenth, D. D., & Borman, W. C. (2000).

(Institute Report  
#362). Tampa, FL: Personnel Decisions Research Institutes, Inc.

Penney, L. M., Sutton, M. J., & Borman, W. C. (2000).

(Institute Report #358).  
Tampa, FL: Personnel Decisions Research Institutes, Inc.

Kubisiak, U. C., Drenth, D. D., & Borman, W. C. (2000).

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Penney, L. M., Horgen, K. E., & Borman, W. C. (1999).

(Institute Report #340).

Tampa, FL: Personnel Decisions Research Institutes.

Hanson, M. A., Kubisiak, U. C., Horgen, K., Buck, D. E., Bunch, L. B., Foster, L., & Borman, W. C. (1998).

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Report #304). Tampa, FL: Personnel Decisions Research Institutes.

Hedge, J. W., Hanson, M.A., Borman, W. C., Bruskiwicz, K. T., & Logan, K. K. (1997).

(AL/HR-TR-1997-0013). Brooks AFB, TX: Air Force Material Command Armstrong Laboratory.

Peterson, N. G., Borman, W. C., Jeanneret, P. R., Fleishman, E. A., & Levin, K. Y. (Eds.) (1997).

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Hedge, J. W., Hanson, M. A., Bruskiwicz, K. T., Logan, K. K., and Borman, W. C. (1995).

(Institute Report #257). Minneapolis, MN: Personnel Decisions Research Institutes, Inc.

Borman, W. C., Ackerman, L. D., & Kubisiak, U. C. (1994).

(Contract Nos. 93-2 and 93-3). Sacramento, CA: Cooperative Personnel Services.

Hanson, M. A., Hedge, J. W., Logan, K. K., Bruskiwicz, K. T., & Borman, W. C. (1994).

(Institute Report #254). Minneapolis, MN: Personnel Decisions Research Institutes, Inc.

Paullin, C., Cox, G., Cureton, J., and Borman, W. C. (1994).

(Institute Report #261). Minneapolis, MN: Personnel Decisions Research Institutes.

Hedge, J. W., Hanson, M. A., Borman, W. C., & Bruskiwicz, K. (1994).

(AL/HR-TR-1994-0065). Brooks AFB, TX: Human Resources Directorate Manpower and Personnel Research Division.

Borman, W. C., Hedge, J. W., Cook, P. J., Harville, D. L., and Skinner, M. J. (1994).

(AL/HR-TP-1994-0021). Brooks AFB, TX: Manpower and Personnel Research Division, Armstrong Laboratory Human Resources Directorate.

Paullin, C., Cox, G., Cureton, J., & Borman, W. C. (1994).

(Institute Report #252). Minneapolis, MN: Personnel Decisions Research Institutes, Inc.

Hedge, J. W., Borman, W. C., Hanson, M. A., Carter, G. W., & Nelson, L. C. (1993).

(Institute Report #235). Minneapolis, MN: Personnel Decisions Research Institutes.

Hanson, M. A., Hedge, J. W., Borman, W. C., & Nelson, L. C. (1993).

(Institute Report #236). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., Hedge, J. W., & Cook, P. J. (1993).

. Final Report to Human Resources Directorate, Armstrong Laboratory, Brooks AFB, TX.



Borman, W. C., & Hallam, G. L. (1989).

(Institute Report #153). AFHRL-TP-89-2, Air Force Human Resources Laboratory.

Borman, W. C., & Owens-Kurtz, C. K. (1989).

. Submitted to Navy Personnel Research and Development Center.

Owens-Kurtz, C. K., Borman, W. C., Gialluca, K. A., Abrahams, N. M., & Mattson, J. D. (1989).

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Gialluca, K. A., Borman, W. C., and Owens-Kurtz, C. K. (1988).

(Institute Report #165). Minneapolis, MN: Personnel Decisions Research Institutes.

Houston, J. S., Borman, W. C., Tornow, W. W., & Gialluca, K. A. (1988).  
Final report to the Personnel Accreditation Institute:

. Submitted to the Personnel Accreditation Institute.

Borman, W. C., Owens-Kurtz, C. K., & Peterson V. A. (1987).

(Institute Report #127). Submitted to the Navy Personnel Research and Development Center, San Diego, CA.

Borman, W. C., Russell, T. L., & Skilling, N. J. (1987).

(Research Report No. 1441). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences, Alexandria, VA.

Kanfer, R., & Borman, W. C. (1987).

Borman, W. C. (1986).

. Submitted to U.S. Army  
Research Institute for the Behavioral and Social Sciences, Alexandria,  
VA.

Borman, W. C., & Pulakos, E. D. (1986).

. Submitted to the U.S.  
Army Research Institute for the Behavioral and Social Sciences,  
Alexandria, VA.



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Borman, W. C., Rosse, R. L., & Rose, S. R. (1983).

(Institute Report #85). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., Rosse, R. L., Toquam, J. L., & Lammlein, S. E. (1983).

(Institute Report #86). Minneapolis, MN: Personnel Decisions Research Institutes.

Toquam, J. L., Houston, J. S., & Borman, W. C. (1983).

(Institute Report #87). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., & Keyes, M. A. (1982).

(Institute Report #74).  
Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., Rosse, R. L., & Rose, S. R. (1982).

(Institute Report #73). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., Rosse, R. L., & Toquam, J. L. (1982).

(Institute Report #78). Minneapolis, MN:  
Personnel Decisions Research Institutes.

Borman, W. C., Toquam, J. L., Rose, S. R., & Abrahams, N. M. (1982)..

Borman, W. C., Mendel, R. M., Lammlein, S. E., & Rosse, R. L. (1981).

- Borman, W. C., & Dunnette, M. D. (1978).  
(Institute Report #23). Minneapolis, MN: Personnel  
Decisions Research Institutes.
- Borman, W. C., & Rosse, R. L. (1978).  
(Institute Report #20). Minneapolis, MN:  
Personnel Decisions Research Institutes.
- Borman, W. C., Rosse, R. L., Abrahams, N. M., & Toquam, J. L. (1978).  
(Institute Report #24).  
Minneapolis, MN: Personnel Decisions Research Institutes.
- Borman, W. C., Toquam, J. L., & Rosse, R. L. (1978).  
(Institute Report #22). Minneapolis, MN:  
Personnel Decisions Research Institutes.
- Borman, W. C., Borman, K. M., & Rosse, R. L. (1976).  
. Final report submitted to  
the Minneapolis Public Schools.
- Borman, W. C., Hough, L. M., & Dunnette, M. D. (1976).  
(Institute Report #6). (NPRDC TR-76-31). Navy Personnel  
Research and Development Center.
- Borman, W. C., Hough, L. M., & Dunnette, M. D. (1976).  
(Institute Report #7). Minneapolis,  
MN: Personnel Decisions Research Institutes.
- Borman, W. C., & Rosse, R. L. (1976).

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Borman, W. C., Dunnette, M. D., & Johnson, P. D. (1974).

. Minneapolis, MN: Personnel Decisions Inc.

Hellervik, L. W., Borman, W. C., Douce, L., Dohm, T., Murton T., & Baunach, P. J. (1974).

. Minneapolis, MN: Personnel Decisions Inc.

Motowidlo, S. J., Dowell, B. E., Hopp, M. A., Borman, W. C., Johnson, P. D., & Dunnette, M. D. (1974).

. Minneapolis, MN: Personnel Decisions Inc.

Borman, W. C. (1973). . Minneapolis, MN: Personnel Decisions Inc.

Borman, W. C. (1973). . Minneapolis, MN: Personnel Decisions Inc.

Ramsay, S. P., Mathwich, J. R., Bedwell, W. L., Summers, J. K., & Borman, W. C., (2017, April

Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orland, FL.

Watola, D. J., Raymer, S. D., Borman, W. C., Ilgen, D. R., Lindsay, D., Salas, E., & Zaccaro, S. J., (2016, May).

Borman, W. C. (2012, October).

Presentation for the

Kantrowicz, T., McLellan, R. A., Borman, W. C., Houston, J. S., & Schneider, R. J. (2009, April). Validation of computer adaptive personality scales for commercial use. In M. S. Fetzer (Chair),  
Symposium  
conducted at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Dullaghan, T. R., & Borman, W. C. (2009, April).  
Poster presented at the 24<sup>th</sup>  
Annual Conference for the Society for Industrial and Organizational Psychology, New Orleans, LA.

Borman, W. C. (2008, October).  
Presented at the Management School,

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Borman, W. C., Hedge, J. W., Bourne, M. J., & Kubisiak, U. C. (2006, May).  
Presented at the  
42<sup>d</sup> International Applied Military Psychology Symposium, Berlin,  
Germany.

Chan, D., Borman, W. C., Lievens, F., McDaniel, M., Ployhart, R., &  
Schmitt, N. (2006, May).  
Panel discussion at the 21<sup>st</sup> Annual  
Conference of the Society for Industrial and Organizational  
Psychology, Dallas, TX.

Borman, W. C., (2006, February).  
Invited presentation to the 27<sup>th</sup> Annual  
Industrial Organizational/Organizational Behavior Graduate Student  
Conference, Fairfax, VA.

Borman, W. C., (2005, November).  
Invited keynote address to the 47<sup>th</sup>  
International Conference on Applied Psychology, Dallas, TX.





Borman, W. C., Penney, L. M., & Bearden, R. M. (2003, June).

- Kubisiak, U. C., & Borman, W. C. (2001, April).  
Poster  
presented at the 16th Annual Conference, Society for Industrial and  
Organizational Psychology, San Diego, CA.
- Horgen, K. E., Borman, W. C., & Hanson, M. A. (2001, April).  
Paper presented at the 16th  
Annual Conference, Society for Industrial and Organizational  
Psychology, San Diego, CA.
- Borman, W. C., Penney, L. M., Horgen, K. E., Birkeland, S. A., Hedge J.  
W., Bowles, S., & Held, J. D. (2001, April).  
Invited paper presented at the International  
Workshop on Military Recruitment and Retention in the 21st Century,  
The Hague, NL.
- Borman, W. C. (2000, November).  
Invited keynote address to the Personnel  
Testing Council of Southern California, Long Beach, CA.
- Wisher, R. A., Curnow, C. K., Borman, W. C., & Chase, S. L. (2000,  
October).  
American  
Educational Research Association Conference, Chicago, IL.
- Borman, W. C. (2000, September).  
Invited presentation to the University of  
Akron Psychology Department, Akron, OH.
- Borman, W. C. (2000, August).  
Invited presentation to Cooperative Personnel Services  
Conference, Sacramento, CA.
- Morrison, J. D., Ejiogu, K. C., Rose, M., & Borman, W. C. (2000, April).  
Paper presented at the 15th Annual  
Conference, Society for Industrial and Organizational Psychology,  
New Orleans, LA.
- Borman, W. C. (2000, April).  
Paper presented at  
the 15th Annual Conference, Society for Industrial and Organizational  
Psychology, New Orleans, LA.
- Borman, W. C. (2000, March).  
Invited keynote address to the Northern  
California Personnel Testing Council.
- Borman, W. C., & Motowidlo, S. J. (1999, June).  
Paper presented at the  
Annual Conference of the American Psychological Society, Denver,  
CO.

- Borman, W. C. (1999, June).  
Invited address to the 23rd Annual  
International Personnel Management Association Conference, St.  
Petersburg, FL.
- Borman, W. C. (1999, June).  
Invited Keynote Address to 3rd Annual  
Australian Industrial and Organizational Psychology Conference,  
Brisbane, Australia.
- Borman, W. C. (1999, June).  
Workshop presented at 3rd Annual Australian Industrial and  
Organizational Psychology Conference, Brisbane, Australia.
- Borman, W. C. (1999, May).  
Invited address at Beijing Normal University, Beijing, China.
- Borman, W. C. (1999, May).  
Invited presentation to the American Psychological  
Association/University of Tulsa Conference on Applications of  
Personality Theory in Industrial/Organizational Psychology, Tulsa,  
OK.
- Borman, W. C. (1999, May).  
Invited address at Beijing Normal University,  
Beijing, China.
- Buck, D., Borman, W. C., & Hanson, M. A. (1999, April).  
Paper  
presented at the Annual Conference, Society for Industrial and  
Organizational Psychology, Atlanta, GA.
- Hogan, J., & Borman, W. C. (1999, April).  
Paper presented at  
the Annual Conference, Society for Industrial and Organizational  
Psychology, Atlanta, GA.
- Borman, W. C., Hedge, J. W., Hanson, M. A., Bruskiwicz, K. T., Mogilka,  
H., Manning, C., Bunch, L. B., & Horgen, K. (1999, April).

Hanson, M. A., Borman, W. C., Hedge, J. W., Bruskiwicz, K. T., Mogilka, H., Manning C., Bunch, L. B., & Horgen, K. (1998, May).

Paper

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Borman, W. C. (1997, March). Invited address to  
the Psychology Department, Pennsylvania State University,  
University Park, PA.

Hedge, J. W., Borman, W. C., & Hanson, M. A. (1996, November).

Presented at the 38th Annual Conference of the  
International Military Testing Association, San Antonio, TX.

Hanson, M. A., Hedge, J. W., Logan, K. K., Bruskiwicz, K. T., Borman,  
W. C., & Siem, F. M. (1996, November).

Presented at the 38th Annual Conference of the  
International Military Testing Association, San Antonio, TX.

Borman, W. C., Hanson, M. A., Hedge, J. W., & Logan, K. K. (1996,  
November).

Presented at the 38th Annual  
Conference of the International Military Testing Association, San  
Antonio, TX.

Borman, W. C. (1996, September).

Invited paper at  
Gateway Industrial and Organizational Psychology Conference, St.  
Louis, MO.

Borman, W. C. (1996, July).

Invited address at the 9th Annual  
Convention of the American Psychological Society, San Francisco,  
CA.

DuBois, D. A., Shalin, V., Levi, K. R.,

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Motowidlo, S. J., & Borman, W. C. (1996, April).  
Workshop presented at the Annual Conference, Society  
for Industrial and Organizational Psychology, San Diego, CA.

Borman, W. C., & Jeanneret, P. R. (1996, April).

Symposium presented at the Annual Conference, Society for  
Industrial and Organizational Psychology, San Diego, CA.

Hanson, M. A., Hedge, J. W., Logan, K. K., Bruskiwicz, K. T., Borman,  
W. C., and Siem, F. M. (1996, April).

Poster presented at the  
Annual Conference, Society for Industrial and Organizational  
Psychology, San Diego, CA.

Borman, W. C., Hedge, J. W., and Hanson, M. A. (1995, October).

Invited paper presented at the 1995 International Assessment  
Conference, Dallas, TX.

Borman, W. C. (1995, October).

Invited address presented at Personnel Testing Council, Los Angeles,  
CA.

Borman, W. C. and Motowidlo, S. J. (1995, July).

Invited paper presented at Personnel Testing Council of  
Metropolitan Washington Annual Workshops Program, Washington,  
DC.

Borman, W. C. (1995, June).

Invited paper  
presented at Personnel Testing Council of the Greater Chicago Area,  
Chicago, IL.

Borman, W. C. (1995, May).

Invited paper presented at the Doctoral  
Consortium, Society for Industrial and Organizational Psychology,  
Orlando, FL.

Borman, W. C. (1995, May).

Presidential address to the Societ -2eP 589t -2an5a -1 (s)-1





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Borman, W. C., Hedge, J. W., & Hanson, M. A., & Nelson, L. (1993, May).

Paper presented at the 8th Annual Convention of the Society of Industrial/Organizational Psychology, San Francisco, CA.

Borman, W. C., & Motowidlo, S. J. (1993, May).

Paper presented at the 8th Annual Convention of the Society of Industrial/Organizational Psychology, San Francisco, CA.

Hedge, J. W., Carter, G. W., Borman, W. C., Monzon, R. I., & Foley, P. P. (1993, May).

Paper presented at the 8th Annual Convention of the Society of Industrial/Organizational Psychology, San Francisco, CA.

Borman, W. C., Pulakos, E. D., & Oppler, S. H. (1992, April).

Paper presented at the 7th Annual Convention of the Society of Industrial/Organizational Psychology, Montreal, Quebec, Canada.

Oppler, S. H., Borman, W. C., & Pulakos, E. D. (1992, April).

Paper presented at the 7th Annual Convention of the Society of Industrial/Organizational Psychology, Montreal, Quebec, Canada.

Borman, W.C. (1992, February).

Invited keynote address to the Personnel Testing Council - South Florida, West Palm Beach, FL.

Borman, W. C. (1991, August).

Invited presentation to the Academy of Management Graduate Student and New Faculty Consortium, Miami,

Hanson, M. A., Paullin, C., & Borman, W. C. (1990, November).

Paper presented at the 32nd Annual Convention of the  
Military Testing Association, Pensacola, FL.

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