

Michael D. Mumford
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Education

- Ph.D. 1983, University of Georgia, Industrial/Organizational Psychology and Psychometrics
 M.S. 1981, University of Georgia, Industrial/Organizational Psychology and Psychometrics
 B.A. 1979, Bucknell University, Psychology

Honors and Awards

- Fellowships: Fellow, American Psychological Association
 Division 3 (Experimental)
 Division 5 (Measurement)
 Division 10 (Creativity)
 Division 14 (Organizational)
 Fellow, Society for Industrial and Organizational Psychology
 Fellow, American Psychological Society
 Fellow, International Society for the Study of Creativity and Innovation
 Corresponding Fellow, Center for Leadership Studies
 Society for Organizational Behavior
- President: Society for the Psychology of Aesthetics, Creativity, and the Arts (2022-2024)
 President Elect: Society for the Psychology of Aesthetics, Creativity, and the Arts (2020-2022)
- Editor: *The Leadership Quarterly* (2005-2010)
Creativity Research Journal (2020-2022)
- Associate Editor: *The Leadership Quarterly* (1998 – 2001)
The Leadership Quarterly (2010 – 2016)
- Guest Editor: *The Leadership Quarterly* (1991, 2003, 2015)
Journal of Creative Behavior (1997)
Human Resources Management Review (2006)
- Editorial Boards: *Creativity Research Journal* (1992 – Present)
Journal of Creative Behavior (1994 – Present)
The Leadership Quarterly (1994 – Present)
IEEE Transactions on Engineering Management (2004 – Present)
Serbian Journal of Management (2006 – Present)
Journal of Business Ethics (2006 – Present)
International Journal of Creativity and Problem-Solving (2007 – Present)
The Open Management Journal (2007 – Present)
The Open Ethics Journal (2007 – Present)
Science and Engineering Ethics (2009 – Present)
Ethics and Behavior (2010 – Present)

<i>Journal of Character and Leadership Development</i>	(2010 – Present)
<i>Group and Organizational Management</i>	(2014 – Present)
<i>Accountability in Research</i>	(2015 - Present)
<i>Business Creativity and the Creative Economy</i>	(2016 – Present)
<i>Psychology of Aesthetics, Creativity and the Arts</i>	(2016 – Present)

Corporate Boards: Previsor
Skills Net

Review Panels: National Institutes of Health, Scientific Integrity
National Science Foundation, Scientific Integrity, Creativity
National Academy of Sciences, Scientific Integrity
Department of Labor, Background Data
Department of Labor, Job Analysis
Department of Labor, Revision of the GATB
Department of Defense, Human Resource Management (Chair)
Department of Defense, Officer Selection
Department of Defense, Strategic Leadership
Department of Defense, Security Assessments
Department of Education, University Assessment
Department of Education, Leadership
Association of Chiefs of Police, Workplace Violence
Council of Graduate Schools, Scientific Integrity
Department of State, Quadrennial Review
Educational Testing Service, Test Scoring
National Aeronautics and Space Administration, BHP Working Group
Office of Research Integrity, Ethics Education Board

Invited Addresses: American Psychological Association
Society for Industrial and Organizational Psychology, Leading Edge Consortium
Society for Industrial and Organizational Psychology
International Society for the Psychology of Science
Central Intelligence Agency
Government of South Korea
Creativity and Innovation Management Conference
Educational Testing Service
State Department Board of Examiners
American Psychological Society
State of Creativity
University of Georgia, Biodata Conference
American Oil Chemists' Society
Personnel Testing Council, Southern California
AT&T Personnel Division
Oklahoma Psychological Society
Claremont-McKenna College
North Carolina State University
Texas Tech University
Penn State Great Valley

Gannon University
 SUNY, Binghamton
 University of Gothenburg
 Association of American Medical Colleges
 Colorado School of Mines
 Duke University
 Kansas State University
 University of Bath
 University of Warwick
 University of Illinois
 University of Houston
 Office of Research Integrity Conference
 World Conference on Research Integrity
 SUNY, Buffalo
 New York University
 University of Georgia
 Academy of Management
 University of Nebraska
 University of Tehran
 University of Texas at Arlington
 University of Zurich
 University of Gothenburg
 Harvard University

Colloquia: University of Buffalo
 Arizona State University
 West Point
 Bowling Green State University
 Georgia Institute of Technology
 Center for Creative Leadership
 Bucknell University
 University of Gothenburg

Appointments: Professor of Management, The University of Oklahoma
 Adjunct Faculty, Developmental Psychology, University of Georgia
 Core Faculty, NIA Training Grant
 Federal Advisory Employment (GM 15-9)

Committees: SIOP, Fellowship (1996-present)
 SIOP Awards (1997-present)
 SIOP Conference (1997-present)
 AOM Chair, Leadership Network (2005)
 AOM Steering Committee, Leadership Network (2005-2011)
 Kansas State, Distinguished Professor Review Committee (2013)
 USERN, Governing Council (2020-2022)
 Psychology of Aesthetics, Creativity, and the Arts, membership (2020)
 PACA, Chair Fellowship Committee (2020)
 PACA, Steering Committee (2019)

Awards:

- George Lynn Cross Distinguished Research Professor (2005-present)
- President, PACA (2022-2024)
- President Elect, PACA (2020-2022)
- APA Rudolph Arnheim Award (2019)
- AOM, Eminent Leadership Scholar Award (2016)
- IOOB Conference, Best Paper Award (2016)
- Civilian Service Medal (2014)
- University of Oklahoma Best Thesis Award (2014)
- AOM (MOC) Best Paper Award, 2011
- Ethics and Behavior, Editor's Choice Award, 2011
- The Leadership Quarterly Editorial Award, 2004
- The Leadership Quarterly Editorial Award, 2003
- The Leadership Quarterly, Editorial Award, 2000
- SIOP, Best Paper Award, 2009
- SIOP, Myers Applied Research Award, 2002
- AOCS Best Paper Award, 1997
- CCL Award for Best Leadership Article, 2009
- CCL Award for Best Leadership Article, 1995
- University Award for Excellence in Centers and Institutes, 1991
- Zimmer Research Scholar, 1982
- Sigma XI, 1981
- Phi Kappa Phi, 1981

Present Position

George Lynn Cross Distinguished Research Professor, Program Director, Executive Education Coordinator, Center Director, Department of Psychology, University of Oklahoma

Responsible for the design and development of graduate curriculum in Industrial and Organizational Psychology and teaching graduate level courses. Supervises graduate student research as well as dissertation preparation. Directs a center working on projects concerned with the assessment and development of high level talent. Supervises proposal preparation, monitors project progress, and directs client development efforts. Responsible for development and oversight of executive development programs concerned with leadership and management in technologically-based organizations. Oversees faculty work, program development efforts, and outreach activities.

Professional Experience

Principal Investigator, Center Director (CASR), Chief Human Resources Consultant. On this series of projects, integrated human resources systems were developed for several large Federal organizations. These projects involved development of human resource policies and practices in areas such as selection, training, compensation, promotion, performance, appraisal, ADA compliance, career pathing, and strategic planning. Additionally, software systems to support these interventions were designed and implemented. In these efforts, oversight of multiple subcontracts involving both human resources and systems engineering firms was required.

Principal Investigator, Chief Scientist, Talent Assessment. On this series of projects, multivariate models were developed to describe exceptional performance in a variety of fields. Alternative measures of

skills, dispositional, and life history constructs were developed and used to predict performance in field settings. Additionally, training programs were devised to provide staff with the expertise needed to apply these measures when assessing individuals.

Principal Investigator, Scientific Integrity. On this series of projects, an attempt was made to identify the individual and situational variables influencing scientific misconduct. Situated ethical dilemmas were developed along with a new set of life history based contextual measures applying to the individual, group and organizational levels. Based on the findings obtained in a set of hierarchical modeling analyses, interventions were designed and validated intended to minimize misconduct.

Project Investigator and Team Leader, Occupational Analysis. On this series of studies, new procedures for describing jobs were developed. The projects required development of new measures for describing jobs. Artificial intelligence systems for collection of job-specific descriptive information were developed and field tested, along with new procedures for the definition of job families. Additionally, software was developed to promote the use of this information in operational management.

Project Director, Leader Assessment. These studies were concerned with the development of new measures for assessing leadership skills and mapping the development of these skills over the course of leaders' careers. A wide variety of alternative measures were developed and validated and new computer assisted procedures for skill assessment were developed. Other work involved profiling leaders' career histories and identifying the timing of optimal developmental interventions.

Project Director, Program Evaluation. In this study, a review was conducted of the research underlying a technique subsumed under the rubric of performance enhancement. Relevant research and prior operations were reviewed to assess the success of the program and justification for continued funding. Other program evaluation work has included assessment of the Army job information and personnel systems in relation to emerging strategic requirements.

Project Director, Measuring Adaptability. In this study a systematic review was conducted examining the cognitive, dispositional, and motivational factors that contribute to individual and organizational adaptability. A multivariate process model was then developed identifying the key cognitive operations that permit adaptation to new or changing situations. This model then provided a basis for developing a series of cognitive and performance measures intended to assess adaptive potential.

Senior Research Fellow, Managing Partner, American Institutes for Research, 1994 to 1999. At A.I.R., Dr. Mumford was responsible for the management of multiple projects in the areas of human resources practice, occupational analysis, testing, evaluation, and the assessment and development of high level talent. His supervised staff work on these projects as well as taking responsibility for business development, proposal preparation, project planning, and project management. He was responsible for 40 professional staff and more than \$10 million in project funds.

Associate Professor of Industrial Psychology and Associate Director of the Center for Behavioral and Cognitive Studies, George Mason University, 1989 to 1994. At George Mason, Dr. Mumford directed research, sponsored by the Office of Naval Research concerned with the development of background data measure to assess adaptability and integrity. He also directed a series of projects concerned with the assessment of leadership potential.

Assistant Professor of Industrial Psychology, Georgia Institute of Technology, 1985 to 1989. During this period, Dr. Mumford initiated a program of research concerned with the assessment of critical and creative thinking skills. Additionally, Dr. Mumford directed a number of projects concerned with the development and application of background data measures.

Research Scientist, Advanced Research Resources Organization (ARRO), 1983 to 1985. Dr. Mumford took primary responsibility for the design of a system to be used in modeling Air Force technical training. He also served as a design specialist on Army project concerned with the specification of key leader performance requirements.

Research Assistant to Dr. William A. Owens, University of Georgia, 1979 to 1983. During his time at the University of Georgia, Dr. Mumford conducted studies on the identification and assessment of patterns of differential development.

Employment History

1999-Present	George Lynn Cross Distinguished Research Professor; Program Director, Executive Education Coordinator, Center Director; Department of Psychology, University of Oklahoma; Norman, OK
1998-1999	Senior Research Fellow; Managing Partner; American Institutes for Research; Washington, DC
1996-1998	Principal Research Scientist; Associate Director of the Personnel Assessment Group; American Institutes for Research; Washington, DC
1994-1996	Senior Research Scientist; Associate Director of the Personnel Assessment Group; American Institutes for Research; Washington, DC
1989-1994	Associate Professor; Associate Director, Center for Behavioral and Cognitive Studies; George Mason University; Fairfax, VA
1985-1989	Assistant Professor; School of Psychology, Georgia Institute of Technology; Atlanta, GA
1983-1985	Research Scientist; Advanced Research Resources Organization; Bethesda, MD
1979-1983	Research Assistant; Institute for Behavioral Research; The University of Georgia; Athens, GA

Professional Affiliations

American Psychological Association (Divisions 1, 3, 5, 10, 14, 20)
 American Psychological Society
 Society for Industrial and Organizational Psychology
 Academy of Management

Publications

Books:

- 14 Mumford, M.D. (in press). *Leading for Innovation*. Cambridge, England: Cambridge University Press.
- 13 Mumford, M.D., & Todd, E. M. (2020). *Creativity and Innovation in Organizations*. New York: Taylor & Francis.
- 12 Mumford, M.D., & Higgs, C. (2020). *Leader Thinking Skills: Capacities for Contemporary Leadership*. New York: Taylor & Francis.
- 11 Mumford, M.D. & Hemlin, S. (2017). *Handbook of Research on Leadership and Creativity*. London, England: Eglar.
- 10 Mumford, M.D. & Frese, M.R. (2015). *Planning in Organizations: The Psychology of Performance*. New York: Taylor & Francis.
- 9 Mumford, M.D. (2014). *Leadership, Creativity and Innovation*. London, England: Sage.
- 8 Hemlin, S., Allwood, C.M., Martin, B., & Mumford, M.D. (2013). *Leadership in Science, Technology, and Innovation*. London, England: Routledge.
- 7 Mumford, M.D. (2012). *Handbook of Organizational Creativity*. San Diego, CA: Elsevier.
- 6 Mumford, M.D. (2010). *Leadership 101*. New York: Springer.
- 5 Mumford, M.D., Hunter, S. T., & Bedell, K. (2008). *Innovation in Organizations: A Multi-Level Perspective*. Oxford, England: Elsevier.
- 4 Mumford, M.D. (2006). *Pathways to Outstanding Leadership: A Comparative Analysis of Charismatic, Ideological, and Pragmatic Leadership*. Mahwah, NJ: Erlbaum.
- 3 Peterson, N.G., Mumford, M.D., Borman, W.C., Jeanneret, P.R., & Fleishman, E.A. (1999). *An Occupational Information System for the 21st Century: The Development of O*NET*. Washington, DC: American Psychological Association.
- 2 Stokes, G.S., Mumford, M.D., & Owens, W.A. (1994). *Biodata Handbook: Theory, Research, and Use of Biographical Information for Selection and Performance Prediction*. Palo Alto, CA: Consulting Psychologists Press.
- 1 Mumford, M.D., Stokes, G.S., & Owens, W.A. (1990). *Patterns of Life Adaptation: The Ecology of Human Individuality*. Hillsdale, NJ: Erlbaum.

Articles:

- 426 Mumford, M. D., & Newbold, T. (in press). Creativity and leadership. In A. Goethals, & S. Allinson (Eds.), *Sage Encyclopedia of Leadership*. Thousand Oaks, CA: Sage.
- 425 Mumford, M. D., & England, S. (in press). Leadership skills. In A. Goethals, & S. Allinson (Eds.), *Sage Encyclopedia of Leadership*. Thousand Oaks, CA: Sage.
- 424 Mumford, M. D. & Fichtel, M (in press). Creativity measurement in organizations. In S. Acar & M. A. Runco (Eds.), *Handbook of Creativity Assessment*. London England: Elgar.
- 423 Todd, E. M., Newbold, T., & Mumford, M. D. (in press). Training skills count: Skills contributing to leader judgment. In A. Kayes & D. Kayes (Eds.), *Leader Judgment*. New York: Taylor & Francis.
- 422 Elliott, S., Martin, R., & Mumford, M. D. (in press). Considering the exceptions: How should leaders think about experience? *Leadership and Organizational Studies*.
- 421 Cho, S., Maclaren, N., Cao, Y., Dong, Y., Sayama, H., Yammarino, F. J., Dionne, S. D., Mumford, M. D., Connelly, S., Martin, R., Standish, C. J., Newbold, T. R., England, S., & Ruark, G. A. (in press). An agent-based model of leader emergence and leadership perception within a collective. *Complexity*. Volume 2020, Article ID 6857891, doi.org/10.1155/2020/6857891
- 420 Gujar, Y., Sanders, C., Higgs, C., McIntosh, T., Connelly, S. & Mumford, M. D. (in press). Looking around and looking ahead: Forecasting and moral intensity in ethical decision-making. *Ethics and Behavior*.
- 419 Mumford, M. D., & Fichtel, M. (in press). Local safety versus global risk: Models of creative work environments. In R. Reiter-Palmon (Ed.), *Creativity at work: Contributions of Teresa Amabile*. Boston, MA: Harvard Business School Press.
- 418 McIntosh, T. Mulhearn, T. J., & Mumford, M. M (in press). Taking the good with the bad: The impact of forecasting, timing, and valence on idea evaluation and creativity. *Psychology of Aesthetics, Creativity, and the Arts*.
- 417 Mumford, M.D., Higgs, C., Gujar, Y. (in press). Ethics in coercive environments: Ensuring voluntary participation in research. In S. Paniker and B. Stanley (Eds.), *How to Conduct Research Ethically*. Washington, DC.: American Psychological Association.
- 416 Mumford, M. D., & Gujar, Y. (in press). Leadership. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity*. San Diego, CA: Academic Press.
- 415 Mumford, M. D., & Durban, C. E. (in press). Mental models. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity*. San Diego, CA: Academic Press.
- 414 Mumford, M. D., & Fichtel, M. (2020). Criticism. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity*. San Diego, CA: Academic Press.

- 413 Mumford, M. D., & Newbold, T. (2020). Climate. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity*. San Diego, CA: Academic Press.
- 412 Mumford, D. D., & England, S. (2020). Training. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity*. San Diego, CA: Academic Press.
- 411 Mumford, M. D., & Martin, R. (2020). Analogies. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity*. San Diego, CA: Academic Press.
- 410 Mumford, M. D., & Elliott, S. (2020). Social innovation. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity*. San Diego, CA: Academic Press.
- 409 Mumford, M. D., Elliott, S., & Martin, R. (in press). Intrapreneurship and firm innovation: conditions contributing to innovation. In M. Gelnick, M. Frese, & M. G. Cardin (Eds.), *The Psychology of Entrepreneurship: New Perspectives*. New York, NY: Taylor & Francis.
- 408 Steele, L. M., Hardy, J. H., Day, E. A., Watts, L. L., & Mumford, M. D. (in press). Navigating creative paradoxes: Exploration and exploitation effort drive novelty and usefulness. *Psychology of Aesthetics, Creativity and the Arts*.
- 407 Harkrider, L.N., MacDougall, A.J., Bagdasarov, Z., Johnson, J.F., Mumford, M.D., Connelly, M.S., & Devenport, L.D. (in press). Improving case-based ethics training: How modeling behaviors and forecasting influence effectiveness. *Science and Engineering Ethics*.
- 406 Mulhearn, T.J., Steele, L.M., Watts, L.L., Medeiros, K.E., Mumford, M.D., & Connelly, M.S. (in press). What are the most commonly used types of ethics education programs? How effective are they? *Atlas of Science*.
- 405 Maclaren, N., Yammarino, F. J., Dionne, S. D., Sayama, H., Mumford, M. D., Connelly, S., Martin, R., Mulhearn, T., Todd, E., Kulkami, A., Cao, Y., & Ruark, G. A. (2020). Speaking time and leader emergence in initially leaderless groups: A test of competing theories. *The Leadership Quarterly*, *31*, 101-409.
- 404 Dong, Y., MacLaren, N. G., Cao, Y., Yammarino, F. J., Dionne, S. D., Mumford, M. D., Connelly, S.... & Ruark, G. A. (2020). Speaker Diarization Using Stereo Audio Channels: Preliminary Study on Utterance Clustering. *arXiv preprint arXiv:2009.05076*.
- 403 Gujar, Y., Higgs, C., Sanders, C., Fichtel, M., McIntosh, T., Turner, M. R., Connelly, S., & Mumford, M. D. (2020). Active vs. intuitive sensemaking: Examination through the lens of generation, evaluation, and revision in ethical decision-making. *Ethics & Behavior*, 1-30.
- 402 Mumford, M.D., Buck, J., Gujar, Y., Durban, C., & Higgs, C. (2020). Leading creative efforts: Historiometric and experimental methods. In M. Stierman (Ed.). *Handbook of Research Methods on Creativity* (pp. 301-313). London, England: Elgar.
- 401 Mulhearn, T. J., McIntosh, T., & Mumford, M. D. (2020). Reflecting on the past, looking to the future: The effects of case analysis on forecasting. *Creativity Research Journal*, *32*, 299-312.

- 400 Mumford, M.D., Durban, C., & Gujar, Y. (2020). Charismatic, ideological, and pragmatic leadership: Origins, findings, and directions. In S. Hunter & J. Lovelace (Eds.). *Charismatic, Ideological and Pragmatic Leadership* (pp. 1-21). New York: Taylor & Francis.
- 399 Mumford, M.D., Martin, R., Elliott, S., & McIntosh, T. (2020). Creative failure: Why can't people solve creative problems? *Journal of Creative Behavior*, *54*, 378-394.
- 398 Mumford, M. D., Fichtel, M., Newbold, T., England, S., & Higgs, C. (2020). See the future through the past: Forecasting as a basis for leader performance. In M. D. Mumford & C. Higgs (Eds.), *Leader Thinking Skills: Capacities for Contemporary Leadership* (pp. 205-226). New York, NY: Taylor & Francis.
- 397 Higgs, C., McIntosh, T., Connelly, S., & Mumford, M. D. (2020). Self-focused emotions and ethical decision-making: Comparing the effects of regulated and unregulated guilt, shame, and embarrassment. *Science and Engineering Ethics*, *26*, 27-63.
- 396 Mumford, M. D., & Todd, E. M. (2020). Creativity and innovation at work. In M. D. Mumford & E. M. Todd (Eds.), *Creativity and Innovation in Organizations* (pp. 1-16). New York, NY: Taylor and Francis.
- 395 Mumford, M. D., & Higgs, C. (2020). Leader thinking skills. In M. D. Mumford & C. Higgs (Eds.), *Leader Thinking Skills: Capacities for Contemporary Leadership* (pp. 1-13). New York, NY: Taylor and Francis.
- 394 Mumford, M.D., Higgs, C., Todd, M.E., & Elliott, S. (2020). Thinking about crises: How leaders identify critical causes to act on. In M.D. Mumford & C. Higgs (Eds.), *Leader Thinking Skills: Capacities for Contemporary leadership* (pp.122-147). New York: Taylor & Francis.
- 393 Mumford, M.D., Todd, M.E., Higgs, C., & Martin, R. (2020). What is needed to think creatively at work? In M.D. Mumford & E. M. Todd (Eds.), *Creativity and Innovation in Organizations* (pp. 41-68). New York: Taylor & Francis.
- 392 Todd, M.E., Higgs, C., & Mumford, M.D., (2019). Bias and bias remediation in creative problem solving: Managing biases through forecasting. *Creativity Research Journal*, *31*, 1-14.
- 391 Martin, R., Elliott, S., & Mumford, M. D. (2019). Errors and creative problem-solving: identifications, deliberation, and remediation. *Creativity Research Journal*, *31*, 248-260.
- 390 Mumford, M. D., & Mulhearn, T. J. (2019). Leading creative research and development efforts: A literature review and proposed framework for the engineering domain. *Journal of Mechanical Engineering Science*, *233*, 403-414.
- 389 Carrington, D. J., Combe, I. A., & Mumford, M. D. (2019). Cognitive shifts within leader follower teams: Where consensus develops in mental models during organizational crises. *The Leadership Quarterly*, *30*, 335-350.
- 388 McIntosh, T. Higgs, C., Turner, M., Partlow, P., Steele, L., MacDougall, A., Connelly, M.S., & Mumford, M.D. (2019). To whistle blow or not to whistle blow: Affective and cognitive

- differences in reporting peers and supervisors. *Science and Engineering Ethics*, 25, 171-210.
- 387 Mumford, M.D., Higgs, C., Todd, E.M., & Martin, B. (2019). Leading creative groups: What must leaders think about. In P. Paulus & B. Nijstad (Eds.) *The Oxford Handbook of Group Creativity and Innovation* (pp. 353-370). Oxford, England: Oxford University Press.
- 386 Mumford, M.D., Martin, B., & Elliott, S. (2019). Leading for creativity: A tripartite model. In J. C. Kaufman & R.J. Sternberg (Eds.), *The Cambridge Handbook of Creativity* (546-566). Cambridge, England: Cambridge University Press.
- 385 Mumford, M.D., Martin, R., & Elliott, S. (2019). Creative thinking processes. In R. Aldag (Ed.). *Oxford Research Encyclopedia of Business and Management* (pp. 346-363). Oxford, England: Oxford University Press.
- 384 Mumford, M.D., Martin, R., Elliott, S., & Todd, E.M. (2019). Leader social innovation and community engagement: Strategies for picking the right actions. In J. Allen & R. Reiter-Palmon (Eds.). *Cambridge Handbook of Organizational Community Engagement and Outreach* (pp. 261-280). Cambridge, England: Cambridge University Press.
- 383 Watts, L.L., Steele, L.M, Medeiros, K. E., & Mumford, M.D. (2019). Minding the gap between generation and implementation: Effects of ideas source, goals, and climate on selecting and refining creative ideas. *Psychology of Aesthetics, Creativity and The Arts*, 13, 2-14.
- 382 Watts, L.L., Steele, L.M., & Mumford, M.D. (2019). Making sense of charismatic and pragmatic leadership stories: Effects on vision formation. *Leadership Quarterly*, 30, 243-259.
- 381 Mumford, M.D., Durban, C., Gujar, Y., Buck, J., & Todd, E.M. (2018). Leading creative efforts: Leader functions and leader skills. In B. Mainemelis, O. Epitropaki, & R. Kark (Eds.). *Creative Leadership* (pp. 59-68). New York: Taylor & Francis.
- 380 Mumford, M.D., Higgs, C., & Todd, M.E. (2018). Eminence and genius in the real world: Seven critical skills that make possible eminent achievement. *Journal of Genius and Eminence*, 3, 13-25.
- 379 Mumford, M. D. (2018). The psychology of the informed consent process: A commentary on three articles. *Ethics and Behavior*, 28, 513-516.
- 378 Griffith, J.A., Gibson, C., Medeiros, K.E., MacDougall, A., Hardy, J., & Mumford, M.D. (2018). Are you thinking what I'm thinking?: The influence of leader style, distance, and leader-follower mental model congruence on creative performance. *Journal of Leadership and Organizational Studies*, 25, 153-170.
- 377 Medeiros, K.E., Steele, L.M., Watts, L.L., & Mumford, M.D. (2018). Timing is everything: Examining the role of constraints throughout the creative process. *Psychology of Aesthetics, Creativity, and the Arts*, 12, 471-488.
- 376 McIntosh, T., Higgs, C., Mumford, M., Connelly, S. & Dubois, J. (2018) Continuous evaluation in ethics education: A case study. *Science and Engineering Ethics*, 24, 727-754.

- 375 Mumford, M.D., McIntosh, T. & Mulhearn, T. (2018). Using cases to understand expert performance: Method and methodological triangulation. In K.A. Ericsson (Ed.) *Cambridge Handbook of Expertise and Expert Performance: 2nd Edition* (pp. 291-309). Cambridge, England.
- 374 Mumford, M.D., Todd, M.E., Higgs, C., & Elliott, S. (2018). The skills needed to think creatively: Within process and cross-process skills. In R. Reiter-Palmon & J.C. Kaufman (Eds.). *Individual Creativity in Organizations* (pp. 129-152). New York: Academic Press.
- 373 Mumford, M.D., Todd, M.E., & Higgs, C. (2018). Leading for innovation: Exercising influence by setting and adapting constraints. *Business Creativity and the Creative Economy*, 3, 1-16.
- 372 Serban, A., Yammarino, F.J., Banoeng-Yakubo, J. Mushroe, A.J., Hao, C., Sotak, K.L., McHough, K.A., & Mumford, M.D. (2018). Assassination of political leaders: Leader (in)actions and contextual factors. *The Leadership Quarterly*, 29, 457-475.
- 371 Turner, M.R., Watts, L.L., Steele, L.M., Mulhearn, T., Torrence, B.E., Todd, M.E., Mumford, M.D., & Connelly, M.S. (2018). How did you like this course? The advantages and limitations of reactions criteria in ethics education. *Ethics and Behavior*, 28, 483-496.
- 370 Watts, L.L., Ness, A.M., Steele, L.M., & Mumford, M.D. (2018). Monkey see, monkey do: The effects of charismatic leader biographies on ethical decision-making. *The Leadership Quarterly*, 29, 276-294.
- 369 Mumford, M.D., Martin, B., Elliott, S., McIntosh, T. (2018). Creative thinking in the real world: Processing in context. In R.J. Sternberg & J.S. Kaufman (Eds.). *The Nature of Human Creativity* (pp. 147-166). Cambridge, England: Cambridge University Press.
- 368 Mumford, M.D., Mulhearn, T., Watts, L.L., Steele, L.M., & McIntosh, T. (2018). Leader impacts on creative teams: Direction, engagement, and sales. In R. Reiter-Palmon (Ed.). *Team Creativity and Innovation* (pp. 131-166). Oxford, England: Oxford University Press.
- 367 Mumford, M.D., Steele, L., Mulhearn, T., McIntosh, T., & Watts, L. (2017). Leader planning skills and creative performance: Integration of past, present, and future. In M.D. Mumford & S. Hemlin (Eds.) *Handbook of Research on Leadership and Creativity* (pp. 17-39). London, England: Elgar.
- 366 Medeiros, K.E., Watts, L.L., Mulhearn, T.J., Steele, L.M., Mumford, M.D., & Connelly, M.S. (2017). What is working, what is not, and what we need to know: A meta-analytic review of business ethics instruction. *Academic Ethics*, 15, 245-275.
- 365 Mulhearn, T.J., Steele, L.M., Watts, L.L., Medeiros, K.E., Mumford, M.D., & Connelly, M.S. (2017). Review of instructional approaches in ethics education. *Science and Engineering Ethics*, 23, 883-912.
- 364 Mulhearn, T., Watts, L.L., Todd, M.E., Medeiros, K.E., Connelly, M.S., & Mumford, M.D. (2017). Validation and use of a predictive modeling tool: Employing scientific findings to improve

- responsible conduct of research education. *Accountability in Research*, 24, 195-210.
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- 2 Mumford, M. D., Dyer, P., & Costa, N. D. (1981, November). *On the development of a test for the selection of technical trainees.* IBM Technical Report.
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Presentations:

- 358 Mumford, D. D. (2020, September). Creative Thinking: Processes and Skills. Paper presented at the meetings of the International Society for Creativity and Innovation, Bologna, Italy.
- 357 Martin, R., Todd, E. M., Standish, C. J., England, S., Newbold, T., Mumford, M. D., Connelly, S., Maclaren, N., Cao, Y., Dong, Y., Yammarino, F. J., Dionne, S., Sayama, H., & Ruark, G. A. (2020). *Performance on a Simulation: Integrating Models of Collective Leadership and Planning*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Virtual Conference due to Covid-19.
- 356 Standish, C. J., Martin, R., Todd, E. M., Newbold, T., England, S. Mumford, M. D., Connelly, S. Maclaren, N., Cao, Y., Dong, Y., Yammarino, F. J., Dionne, S., Sayama, H. & Ruark, G. A. (2020). *The Impact of Perceived Ambiguity, Volatility, and Risk on Collective Performance*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Virtual Conference due to Covid-19.
- 355 MacLaren, N.G., Yammarino, F.J., Dionne, S.D., Sayama, H., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., Newbold, T., England, S., Marshall, J., Cao, Y., Dong, Y., Cao, S., & Ruark, G.A. (2020). *Interruption networks as a model of small group sociometric structure*. NERCCS 2020: Northeast Regional Conference on Complex Systems (Presentation/Poster).
- 354 Mumford, M. D. (2019, April). *How to spot an ethical leader: Perspectives on defining ethical leadership*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.
- 353 Mumford, M. D. (2019, April). *Using micro to macro perspectives to advance mistreatment research and practice*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.
- 352 Todd, E. M., Standish, C. J., Martin, R., Mulhearn, T., Connelly, S., Mumford, M. D., Kulkami, A., Maclaren, N., Cao, Y., Yammarino, F. J., Dionne, S., & Sayama, H. (2019, April). *Planning as a predictor of effective collective leadership*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.
- 351 Martin, R., Todd, E. M., Standish, C. J., Mulhearn, T., Mumford, M. D., Connelly, S., Maclaren, N., Kulkami, A., Cao, Y., Yammarino, F. J., Dionne, S., & Sayama, H. (2019, April). *Network communication as a predictor of collective leadership*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.
- 350 Maclaren, N., Kulkami, A., Cao, Y., Yammarino, F. J., Dionne, S. Sayama, H., Martin, R., Todd, E. M., Standish, C. J., Mulhearn, T., Mumford, M. D., & Connelly, S. (2019, April). *Speaking time and leader emergence in initially leaderless groups*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.
- 349 Higgs, C. A., Todd, E. M., & Mumford, M. D. (2019, April). *Fantasy and responsiveness: The impact of charismatic and pragmatic leadership*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.

- 348 Mumford, M. D. (2019, March). *Leading research and development programs for innovation and creativity*. Paper presented at the Massachusetts Institute of Technology, Cambridge, MA.
- 347 Mumford, M. D. (2019, August). *Creative thinking skills as a basis for integrating theories of creativity*. Paper presented at the meetings of the American Psychology Association, Chicago, IL.
- 346 Mumford, M. D. (2019, August). *Climate and creative thinking: Impacts on processing capacity and processing skills*. Paper presented at Harvard Business School, Cambridge, MA.
- 345 Mumford, M. D. (2019, October). *Creative thinking processes and strategies: Torrence University Lecture*. Paper presented at the university of Georgia, Athens, GA.
- 334 Mumford, M. D. (2019, October). *Leading collective planning efforts*. Paper presented at the University of Georgia, Athens, GA.
- 333 Mumford, M. D. (2019, October). *Reproducibility*. Paper presented at the meetings of the Society for Organizational Behavior. Norman, OK.
- 332 Mumford, M. D. (2018, April). *The creative process in context: Contextual influences on the creative process*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Chicago, IL.
- 331 Todd, E. M., Higgs, C., & Mumford, M. D. (2018, April). *Creative failure: Examining the impact of bias on creative problem-solving*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Chicago, IL.
- 330 Mumford, M. D. (2018, March). *Creativity in technology: The work, the people, the context, the leader*. Paper presented at the Massachusetts Institution of Technology. Cambridge, MA.
- 329 Mumford, M. D., Todd, E. M., & Higgs, C. (2018, August). *Creative thinking processes*. Paper presented at the first creativity research conference. Ashland, OR.
- 328 McLearn, N. G., Cho, Y., Kulkanni, A., Yammarino, F. J., Mumford, M. D., Dionne, S. D., Sayama, H., Connelly, S., Mulhearn, T. J., Todd, E. M., & Bosco, F. J. (2018, April). Agent-based model parameter estimation and variable reduction using metabus: application to a collective leadership model. Paper presented at the Northeast Regional Conference on Complex Systems. Boston, MA.
- 327 Yammarino, F. J., Mumford, M.D., Dionne, S. D., Hiroki, S., Connelly, S., MacLaren, N.,... (2018). Collective leadership and planning: Assessments via experiments and computational models. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- 326 Steele, L. M., Watts, L., Medeiros, K. E., & Mumford, M. D. (2018, November). *Navigating creative paradoxes: Exploration and exploitation effort drive novelty and usefulness*. Paper

presented at the meetings of the Southern Management Association. Lexington, KY.

- 325 Mumford, M. D. (2018, July). *Context and history in ethics education*. Paper presented at the Colorado School of Mines. Golden, CO.
- 324 Mumford, M. D. (2018, July). Approaches to assessment of science and engineering ethics. Paper presented at the Colorado School of Mines. Golden, CO.
- 323 Mumford, M. D. (2018, October). *Collective leadership*. Paper presented at the meetings of the Society for Organizational Behavior. Durham, NC.
- 322 Mumford, M.D. (2017, November). *Leader thinking skills*. Paper presented at the University of Zurich. Zurich, Switzerland.
- 321 Steele, L.M., Watts, L., & Mumford, M.D. (2017, October). *Exploration and exploitation as mediators between state-level goal orientation and complex performances*. Paper presented at the Meetings of the Southern Management Association. Tampa, FL.
- 320 Mumford, M.D. (2017, September). *Evaluating ethics education programs*. Paper presented at the Office of Research Integrity RCR Bootcamp. San Diego, CA.
- 319 Mumford, M.D. (2017, June). *Leader thinking skills: The more critical skills*. Paper presented at the World Conference on Research Integrity. Amsterdam, Netherlands.
- 318 Mumford, M.D. (2017, June). *Major types of ethics education and their effectiveness*. Paper presented at the World Conference on Research Integrity. Amsterdam, Netherlands.
- 317 Mumford, M.D. (2017, June). *Modeling the effectiveness of RCR education*. Paper presented at the World Conference on Research Integrity. Amsterdam, Netherlands.
- 316 Mumford, M.D. (2017, June). *A meta-analysis of the effectiveness of RCR education*. Paper presented at the World Conference on Research Integrity. Amsterdam, Netherlands.
- 315 Mumford, M.D., & DuBois, J. (2017, April). *Evaluating ethics education programs*. Paper presented at the World Conference on Research Integrity. Amsterdam, Netherlands.
- 314 Mumford, M.D. (2017, April). *Individual level antecedents of workplace creativity and innovation*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.
- 313 Mumford, M.D. (2017, April). *The CIP model of leadership: Research advancements and new directions*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.
- 312 Medeiros, K.E., Mumford, M.D., Johnson, G., & Steele, L.M. (2017, April). *It's about time: How constraints influence creative problem-solving*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.

- 311 Mumford, M.D. (2017, April). *Leadership and innovation: New theoretical and empirical developments*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.
- 310 Mumford, M.D. & DuBois, J. (2017, April). *Evaluating ethics education programs*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.
- 309 Todd, E.M., Watts, L.L., Mulhearn, T., Torrence, B., Turner, M.R., Connelly, M.S., & Mumford, M.D. (2017, April). *A meta-analysis comparing face to face, online, and hybrid ethics courses*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.
- 308 Watts, L.L., Steele, L.M., Ness, A.M., & Mumford, M.D. (2017, April). *Reading charismatic leader biographies influences ethical decision-making*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.
- 307 Mumford, M.D. (2016, November). *Leader thinking skills*. Paper presented at the University of Texas at Arlington.
- 306 Mumford, M.D. (2016, November). *Creativity, leadership, planning and ethics*. Paper presented at USERN Conference, in Isfahan University. Isfahan, Iran.
- 305 Mumford, M.D., (2016, November). *Creativity: Are we killing it or improving it?* Paper presented at the USERN Conference, Tehran University. Tehran, Iran.
- 304 Mumford, M.D. (2016, November). *Analytical glance at leadership problem-solving capabilities*. Paper presented at the USERN Conference, Tehran University. Tehran, Iran.
- 303 Mumford, M.D. (2016, November). *Human dimensions of science*. Paper presented at the USERN Conference, Tehran University. Tehran, Iran.
- 302 Mumford, M.D. (2016, September). *Leader thinking skills*. Paper presented at the meetings of the Society for Organizational Behavior. Lincoln, NE.
- 301 Mumford, M.D. (2016, August). *Leader thinking skills*. Paper presented at the meetings of the Academy of Management. Anaheim, CA.
- 300 McIntosh, T., Mulhearn, T., Gibson, P.C., Mumford, M.D., Yammarino, F.J., Connelly, M.S., Day, E.A., & Vessey, W.B. (2016, April). *Planning for long duration space missions*. Paper presented at the IO/OB conference. Arlington, TX.
- 299 McIntosh, T., Mulhearn, T., & Mumford, M.D. (2016, April). *Leaders' use of alternative mental models: Deliberate but don't implement*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- 298 Mulhearn, T., McIntosh, T., Gibson, P.C., Mumford, M.D., Connelly, M.S., Day, E.A., & Vessey, W.B. 2016, April). *Leadership for long-duration space missions: A shift to a collective*

- approach*. Paper presented at the IO/OB conference. Arlington, TX.
- 297 Mulhearn, T., McIntosh, T., & Mumford, M.D. (2016, April). *When does vision count? Effects of issue, issue control, and information*. Paper presented at the IO/OB conference. Arlington, TX.
- 296 Steele, L.M., Watts, L.L., & Mumford, M.D. (2016, April). *Charismatic stories as a basis for leader development*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- 295 Mumford, M.D. (2016, January). *Understand professional ethics from a sensemaking framework*. Paper presented at the meetings for the Society for Organizational Behavior. Haifa, Israel.
- 294 Mumford, M.D. (2015, August). *Leadership research*. Paper presented at the meetings of the Academy of Management. Vancouver, Canada.
- 293 Zeni, T.A., Griffith, J.A., Buckley, M.R., & Mumford, M.D. (2015, June) *Ethical decision-making by business leaders: The impact of cognitive biases and strategies*. Paper presented at the annual meeting of the Southern Management Association. St. Pete Beach, FL.
- 292 Mumford, M.D. (2015, May). *Learning by doing: An ethics research confronts the retraction process*. Paper presented at the world conference on research integrity. Rio de Janeiro, Brazil.
- 291 Steele, L.M., Johnson, J.F., Watts, L.L, MacDougall, A.E., Mumford, M.D., Connelly, M.S., & Williams, T.H.L. (2015, May) *A comparison of the effects of ethics training on international and US students*. Paper presented at the world conference on research integrity. Rio de Janeiro, Brazil.
- 290 Bagdasarov, Z., Johnson, J., MacDougall, A., Steele, L., Connelly, M.S., & Mumford, M.D. (2015, April). *Mental models and ethical decision-making: The role of sensemaking*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
- 289 Mecca, J., Medeiros, K., Giorgini, V., Gibson, C., Mumford, M.D., & Connelly, M.S. (2015, April). *Biases and compensatory strategies: The efficacy of a training intervention*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
- 288 Watts, L, Steele, L., & Mumford, M.D. (2015, April). *Developing leadership potential with stories of pragmatic leaders*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
- 287 Mumford, M.D. (2015, January). *Leadership followership for long-duration space missions*. Paper presented at the BHP working group. Galveston, TX.
- 286 Mumford, M.D., Yammarino, F., Day, E.A., Connelly, M.S., Mulhearn, T., & McIntosh, T. (2015, January). *Leadership and followership for long-duration space missions*. Paper

presented at the BHP working group. Galveston, TX.

- 285 Mumford, M.D. (2014, August). *Leadership research*. Paper presented at the meetings of the Academy of Management. Philadelphia, PA.
- 284 Mumford, M.D. (2014, August). *National culture and leadership: Implications from the globe CEO leadership study*. Paper presented at the meetings of the Academy of Management. Philadelphia, PA.
- 283 Mumford, M.D. (2014, August). *The power of words and leadership ratings: What we know, what we don't know, and why it matters*. Paper presented at the meetings of the Academy of Management. Philadelphia, PA.
- 282 Friedrich, T., Griffith, J., & Mumford, M.D. (2014, May). *Network characteristics and leader use of collective influence tactics*. Paper presented at the meetings for the Society for Industrial and Organizational Psychology. Honolulu, HI.
- 281 Nei, K., Nei, D., Mumford, M.D., & Fornell, B. (2014, May). *Training to detect fit through employment interviews*. Paper presented at the meetings for the Society for Industrial and Organizational Psychology. Honolulu, HI.
- 280 Mumford, M.D. (2014, March). *Creative thinking: Educational and organizational implications*. Paper presented at the University of Georgia. Athens, GA.
- 279 Mumford, M.D. (2014, March). *Innovation in organizations*. Paper presented at New York University. New York, NY.
- 278 Mumford, M.D. (2013, November). *Leading for Innovation*. Paper presented at the Central Intelligence Agency. Washington, D.C.
- 277 Mumford, M.D., Steele, L., Mulhearn, T., & McIntosh, T. (2013, October). *Developing creative capacities: Educational and organizational interventions*. Paper presented at KVIET, Seoul, South Korea.
- 276 Denti, L., Hemlin, S., & Mumford, M.D. (2013, August). *Leadership and innovation: A cross-cultural study of mediating psychological processes*. Paper presented at the meetings of the Academy of Management. Orlando, FL.
- 275 Mumford, M.D. (2013, August). *Leadership research*. Paper presented at the meetings of the Academy of Management. Orlando, FL.
- 274 Connelly, M.S., Dunbar, N.E., Jensen, M., Taylor, W.A., Griffith, J.A., Johnson, G., Mumford, M.D., & Hughes, M. (2013, June). *Social categorization, moral disengagement, and credibility of ideological websites*. Paper presented at the meetings of the American Psychological Society. Washington, D.C.
- 273 Mumford, M.D. (2013, June). *Training people to think creatively: Thought processes and training interactions*. Paper presented at the Workshop on Creativity and Innovation in the

Biomedical Sciences. Buffalo, NY.

- 272 MacDougall, A.E., Harkrider, L.N., Bagdasarov, Z., Johnson, J.F., & Mumford, M.D. (2013, May). *Improving case based learning with clear content and simple presentation*. Paper presented at the 3rd World Conference on Research Integrity. Montreal, Canada.
- 271 Medeiros, K.E., Mecca, J.T., Gibson, C., Giorgini, V., Mumford, M.D., Connelly, M.S., & Devenport, L.D. (2013, May). *Biases and ethical decision making*. Paper presented at the 3rd World Conference on Research Integrity. Montreal, Canada.
- 270 Mumford, M.D. (2013, May). *Ethics education: Failures, success, research*. Paper presented at the 3rd World Conference on Research Integrity. Montreal, Canada.
- 269 Bagdasarov, Z., Harkrider, L.N., Johnson, J., MacDougall, A., Devenport, L.D., & Mumford, M.D. (2013, April). *Case-based instructional strategies: Effects on learning and ethical decision-making*. Paper presented at the meetings for the Society for Industrial and Organizational Psychology. Houston, TX.
- 268 Bagdasarov, Z., Johnson, J., Thiel, C.E., Harkrider, L.N., Connelly, M.S., & Mumford, M.D. (2013, April). *Contextual and individual factors in cases: Influences on ethical decision-making*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Houston, TX.
- 267 Barrett, J.D., Vessey, W., Griffith, J., Mracek, D., Johnson, G., Peterson, P., & Mumford, M.D. (2013, April). *Eureka: How adversity, collaborations, and strategies influence scientific creativity*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Houston, TX.
- 266 Byrne, C.L., Klabzuba, A., Hester, K., & Mumford, M.D. (2013, April). *Creativity training: Examining content, format, and activity type*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Houston, TX.
- 265 Gibson, C.P. & Mumford, M.D. (2013, April). *Education, criticism, and creativity: Criticism content and creative problem solving*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Houston, TX.
- 264 Harkrider, L.N., MacDougall, A., Bagdasarov, Z., Johnson, J., & Mumford, M.D. (2013, April). *Structuring case based ethics training: Effects of comparing cases and prompts*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Houston, TX.
- 263 MacDougall, A., Harkrider, L.N., Bagdasarov, Z., Johnson, J., & Mumford, M.D. (2013, April). *Complicating case-based ethics instruction through incrementally built cases*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Houston, TX.
- 262 Mumford, M.D. (2013, April). *Constructing an evaluation and assessment regime for RCR*. Paper presented at the Offices of Research Integrity Conference. Baltimore, MD.

- 261 Mumford, M.D. (2013, April). *If we could start from scratch, what would RCR look like?* Paper presented at the Office of Research Integrity Conference. Baltimore, MD.
- 260 Mumford, M.D. (2013, April). *The leadership research-teaching gap: Closing the gap starting today.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Houston, TX.
- 259 Peacock, J., Harkrider, L.N., Bagdasarov, Z., Connelly, M.S., Thiel, C.E., Johnson, J., MacDougall, A., Mumford, M.D., & Devenport, L.D. (2013, April). *Case-based ethics instruction: Alternative outcome scenarios and structured outcome evaluation.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Houston, TX.
- 258 Mumford, M.D. (2012, December). *Outstanding leadership: Charismatic, ideological, and pragmatic leaders.* Paper presented at the University of Gothenberg. Gothenberg, Sweden.
- 257 Mumford, M.D. (2012, December). *Planning processes.* Paper presented at Gothenberg University. Gothenberg, Sweden.
- 256 Mumford, M.D. (2012, November). *Creative thinking: Processes, strategies, and knowledge.* Paper presented at the creative Oklahoma conference. Oklahoma City, Oklahoma.
- 255 Mumford, M.D. (2012, September). *Creative thinking: Processes, strategies, and knowledge.* Paper presented at the University of Oklahoma creativity conference. Norman, Oklahoma.
- 254 Mumford, M.D. (2012, August). *The dark side of creativity.* Paper presented at the meetings of the American Psychological Association. Orlando, Florida.
- 253 Mumford, M.D. (2012, July). *Leading creative efforts in organizations.* Paper presented at Oklahoma State University. Stillwater, Oklahoma.
- 252 Denti, L., Mumford, M.D., & Hemlin, S. (2012, June). *Leadership and innovation: A four country comparison.* Paper presented at the CIM meetings. Berlin, Germany.
- 251 Mumford, M.D. (2012, May). *Ethics interventions and evaluations.* Paper presented at the University of Illinois. Champaign-Urbana: Illinois.
- 250 Johnson, J., Bagdasarov, Z., Thiel, C.E., Harkrider, L., Connelly, M.S., Devenport, L.D., & Mumford, M.D. (2012, April). *Case-based ethics education: Ethicality, cause complexity, and outcome valance.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology. San Diego, California.
- 249 Mumford, M.D. (2012, April). *Politics in organizations: Theory and research considerations.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology. San Diego, California.
- 248 Shipman, A.S., Byrne, C., & Mumford, M.D. (2012, April). *Leading for creativity: Competing*

influence tactics on intrinsic motivation. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. San Diego, California.

- 247 Antes, A.L., Bagdasarov, Z., Thiel, C.E., Stenmark, C.K., Mumford, M.D., Connelly, M.S. & Devenport, L.D. (2012, March). *Thinking about past on likely future experiences: Effects on use of decision strategies.* Paper presented at the National Institutes of Health Conference on Research Integrity. Washington, D.C.
- 246 Caughron, J.J., Peacock, J.H., Theil, C.E., Antes, A.L., Mumford, M.D., Connelly, M.S. & Devenport, L.D. (2012, March). *The role of competition in ethical decision-making.* Paper presented at the National Institutes of Health Conference on Research Integrity. Washington, D.C.
- 245 Mumford, M.D. (2012, March). *Research integrity: Individuals.* Paper presented at the National Institutes of Health conference on research integrity. Washington, D.C.
- 244 Mumford, M.D. (2012, March). *Responsible conduct of research education.* Paper presented at the National Institutes of Health conference on research integrity. Washington, D.C.
- 243 Mumford, M.D., Jensen, M., Gibson, C., Giorgini, V., & Mederios, K. (2012, March). *The effects of ethical guidelines on ethical decision-making in the sciences: They both help and hurt.* Paper presented at the meetings of the American Association for the Advancement of Science. Tulsa, Oklahoma.
- 242 Stenmark, C.K., Johnson, J., Thiel, C.E., Antes, A.L., Connelly, M.S., Mumford, M.D. & Devenport, L.D. (2012, March). *Consequences identification in forecasting and ethical decision-making.* Paper presented at the National Institutes of Health Conference on Research Integrity. Washington, D.C.
- 241 Tamborski, M., Wang, X., Harkrider, L., Brown, R.P., Mumford, M.D., Devenport, L.D. & Connelly, M.S. (2012, March). *Virtue or vice: Can temptation threaten moral identity.* Paper presented at the National Institutes of Health Conference on Research Integrity. Washington, D.C.
- 240 Mumford, M.D. (2012, January). *A sensemaking approach to ethics instruction: Development and validation.* Paper presented at the Colorado School of Mines. Golden, Colorado.
- 239 Mumford, M.D. (2012, January). *A responsible conduct of research (RCR) training program: Summary and evidence.* Paper presented at the Colorado School of Mines. Golden, Colorado.
- 238 Barrett, J.D., Mumford, M.D., Hester, K.S., Robledo, I.C., Peterson, D.R., Day, E.A. & Hougen, D.P. (2011, August). *Mental models and creative problem-solving: The relationship of objective and subjective model attributes.* Meetings of the American Psychological Association, Washington, D.C.
- 237 Hester, K.S., Robledo, I.C., Barrett, J.D., Peterson, D.R., Hougen, D.P., Day, E.A. & Mumford, M.D. (2011, August). *Causal analysis to enhance problem-solving: Performance and effects on mental models.* Meetings of the American Psychological Association, Washington, D.C.

- 236 Peterson, D.A., Robledo, I.C., Barrett, J.D., Day, E.A., Hougen, D.P. & Mumford, M.D. (2011, August). *Constraint analysis, mental models, and creativity*. Meetings of the American Psychological Association, Washington, D.C.
- 235 Robledo, I.C., Hester, K.S., Peterson, D.R., Barrett, J.D., Day, E.A., Hougen, D.P. & Mumford, M.D. (2011, August). *Errors and understanding: The effects of error management training on creative problem-solving*. Meetings of the American Psychological Association, Washington, D.C.
- 234 Antes, A.L. & Mumford, M.D. (2011, April). *The effects of outcome framing and strategic orientation on leader cognition*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 233 Mumford, M.D. (2011, April). *Facilitating leader development: Selecting the right employees and right interventions*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 232 Mumford, M.D. (2011, April). *Outstanding leadership*. Paper presented at Kansas State University. Manhattan, KS.
- 231 Mumford, M.D. (2011, March). *The effects of emotion on case-based ethics instruction*. Paper presented at the National Science Foundation EESE Program meeting. Arlington, VA.
- 230 Mumford, M.D. (2011, June). *Charismatic, Ideological, and pragmatic leadership*. Paper presented at the University of Bath. Bath, England.
- 229 Mumford, M.D. (2011, June). *The effects of forecasting on leader performance and ethics*. Paper presented at the New Directions in Leadership Research Conference. Durham, NC.
- 228 Thiel, C.E., Bagdasarov, Z., Harkrider, L., Johnson, J.L. & Mumford, M.D. (2011, August). *Leader ethical decision-making in organizations: Strategies for sensemaking*. Paper presented at the meeting of the Academy of Management. San Antonio, TX.
- 227 Mumford, M.D. (2011, December). *Pathways to outstanding leadership: Implications of the CIP model*. Paper presented at the University of Warwick. London, England.
- 226 Mumford, M.D. (2010, October). *Ethics and ethics education in the sciences*. Paper presented at the meetings of the Association of the American Medical Colleges, New Orleans, LA.
- 225 Mumford, M.D. (2010, October). *Outstanding leadership: Charismatic, ideological, and pragmatic leadership*. Paper presented at the Bernard M. Bass Annual New York State Address, Binghamton, NY.
- 224 Mumford, M.D. (2010, August). *Leadership research*. Paper presented at the meetings of the Academy of Management, Montreal, Canada.
- 223 Mumford, M.D. (2010, July). *Leading scientists and engineers: Cognition in a socio-technical*

context. Paper presented at the meetings of the Society for the Psychology of Science and Technology, Gothenburg, Sweden.

- 222 Mumford, M.D. (2010, April). *Leading the way: Establishing the right path for leadership research*. Paper presented at the meetings of the society for industrial and organizational psychology, Atlanta, GA.
- 221 Mumford, M.D. (2010, April). *Between cognitive structure and organizational chaos: Quo uiuoas innovation research?* Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 220 Mumford, M.D. (2010, April). *Lead us out of this mess: Leadership in difficult economic times*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 219 Shipman, A., Hester, K. & Mumford, M.D. (2010, April). *When leader confidence is detrimental: Influence of overconfidence on performance*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 218 Mumford, M.D. (2009, November). *Forecasting effectiveness: Its effects on performance*. Paper presented at the meetings of the Society for Organizational Behavior, College Park, MD.
- 217 Mumford, M.D. & Antes, A.L. (2009, August). *Current issues and directions in ethics instruction for scientists and engineers*. Paper presented at the National Academy of Engineering, Washington, D.C.
- 216 Mumford, M.D. (2009, August). *Leadership research*. Paper presented at the meetings of the Academy of Management, Chicago, IL.
- 215 Mumford, M.D. (2009, July). *The effectiveness of research ethics instruction*. Paper presented at the meetings of the Council of Graduate Schools, Quebec, Canada.
- 214 Beehler, C., Antes, A., Mumford, M.D., Devenport, L., Connelly, M.S., & Brown, R. (2009, May). *Considering causes in forecasting for ethical decision-making*. Paper presented at the ORI Conference on research integrity, Niagara Falls, NY.
- 213 Caughron, J.J., Antes, A., Mumford, M.D., Devenport, L., Connelly, M.S., & Brown, R. (2009, May). *Process of sensemaking in ethical decision-making*. Paper presented at the ORI conference on research integrity, Niagara Falls, NY.
- 212 Kligyte, V., Thiel, C., Connelly, M.S., Mumford, M.D., Brown, R., Devenport, L., & Antes, A. (2009, May). *Considering the role of negative emotion in ethical decision-making*. Paper presented at the ORI conference on research integrity, Niagara Falls, NY.
- 211 Martin, L., Antes, A., Devenport, L., Mumford, M.D., Connelly, M.S., & Brown, R. (2009, May). *Mirror on the wall: The role of self-reflection in ethical decision-making*. Paper presented at the ORI conference on research integrity, Niagara Falls, NY.

- 210 Mumford, M.D. (2009, May). *Leadership: What do we know and where are we going*. Paper presented at Gannon University, Erie, PA.
- 209 Mumford, M.D. (2009, May). *Future directions for research on the responsible conduct of research*. Paper presented at the ORI Conference on Research Integrity, Niagara Falls, NY.
- 208 Wang, X., Tamborski, M., Brown, R., Mumford, M.D., Antes, A., Connelly, M.S., & Devenport, L. (2009, May). *The impact of framing on ethical decision-making*. Paper presented at the ORI conference on research integrity, Niagara Falls, NY.
- 207 Byrne, C.L. & Mumford, M.D. (2009, April). *Effects of forecasting on creative problem-solving: An experimental study*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 206 Kligyte, V., Connelly, S., Theil, C.E., Devenport, L.D., Brown, R.P., & Mumford, M.D. (2009, April). *Influence of emotions and emotion regulation strategies on ethical decision-making*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 205 Bedell-Avers, K.E., Eubanks, D.L., Hunter, S.T., Pesin, L., Thoroughgood, C., Byrne, C.L., Friedrich, T., Mumford, M.D., Shipman, A., & Waples, E.P. (2009, April). *Methods of Leadership Research*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 204 Byrne, C.L., Shipman, A., & Mumford, M.D. (2009, April). *Developing vision statements: Impact of forecasting extent, resources, and timeframe*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 203 Bedell-Avers, K.E., Eubanks, D.L., Hunter, S.T., Shipman, A., Connelly, M.S., Friedrich, T., & Mumford, M.D. (2009, April). *Examining the relationship between leader type and inter-country disputes*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 202 Kligyte, V., Waples, E.P., & Mumford, M.D. (2009, April). *Off the shelf? Comparing organization-specific and field-specific ethics training*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 201 Mumford, M.D. (2009, January). *Development and evaluation of an ethical decision-making course for scientists and engineers*. Paper presented for the National Science Foundation, Washington, D.C.
- 200 Caughron, J.J., & Mumford, M.D. (2008, August). *Project planning: The effects of using formal planning techniques on forecasting and plan development*. Paper presented at the meetings of the Academy of Management, Anaheim, CA.
- 199 Mumford, M.D. (2008, August). *Developing leadership research proposals and mentoring relationships*. Paper presented at the Meetings of the Academy of Management, Anaheim, CA.

- 198 Mumford, M.D. (2008, August). *Craft of reviewing workshop*. Paper presented at the Meetings of the Academy of Management, Anaheim, CA.
- 197 Mumford, M.D., & Antes, A.L. (2008, August). *Needs and issues for ethics education in scientific and engineering research*. Paper presented at the National Academy of Sciences, Washington, D.C.
- 196 Antes, A.L., Caughron, J.J., Friedrich, T.L., Blackwell, L.V., Eubanks, D.L., & Mumford, M.D. (2008, April). *Criticisms and the reactions of outstanding leaders and their followers*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 195 Antes, A.L. & Mumford, M.D. (2008, April). *Temporal orientation and time pressure effects on creative thinking processes*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 194 Antes, A.L., Wang, X., Beehler, C., Mumford, M.D., Connelly, M.S., Devenport, L.D., & Brown, R.P. (2008, April). *Could RCR training have risks?* Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 193 Angie, A.D., Eubanks, D.L., Mumford, M.D., Bedell-Avers, K.E. & Hunter, S.T. (2008, April). *An examination of high-level leader-leader interactions*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 192 Brock, M.E., Vert, A. Waples, E.P., Kligyte, V., Sevier, S.T., & Mumford, M.D. (2008, April). *An examination of ethical decision-making process using a think-aloud protocol*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 191 Caughron, J.J., Antes, A.L., Waples, E.P., Thiel, C.E., Mumford, M.D., & Connelly, M.S. (2008, April). *A meta-analysis of ethics training effectiveness*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 190 Friedrich, T.L. & Mumford, M.D. (2008, April). *The effects of introducing conflicting information during creative thought*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 189 Howard, D., Yuan, M., Mumford, M.D., & Connelly, M.S. (2008, April). *Exploring ideoscapes: Visualization of psychological variables using self-organizing maps*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 188 Kligyte, V., Mumford, M.D., Waples, E.P., Marcy, R.T., & Sevier, S. (2008, April). *Sensemaking and ethics: A new method for training R&D*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 187 Martin, L.E., Antes, A.L., Wang, X., Mumford, M.D., Brown, R.P., Connelly, M.S., & Devenport, L.D. (2008, April). *Implementation of a university-wide RCR training program: Triumphs, trials, and lessons learned*. Paper presented at the meetings of the Society for

Industrial and Organizational Psychology, San Francisco, CA.

- 186 Mumford, M.D. (2008, April). *Critical and emerging topics in the study of leadership*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 185 Mumford, M.D. (2008, April). *Multiple types, multiple outcomes, multiple interactions*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 184 Mumford, M.D. (2008, May). *Leading creative efforts*. Paper presented at the Buffalo State College Creativity Conference, Buffalo, NY.
- 183 Mumford, M.D. (2008, August). *Advancing leadership research: Developing research proposals and mentoring relationships*. Paper presented at the meetings of the Academy of Management, Anaheim, CA.
- 182 Mumford, M.D. (2007, October). *Organizational support for innovation: The influences of leaders and planning*. Paper presented at the SIOP Leading Edge Consortium, Kansas City, KS.
- 181 Hunter, S.T., Bedell-Avers, K.E., & Mumford, M.D. (2007, October). *The impact of situational framing and complexity on charismatic, ideological, and pragmatic leaders: Investigation using a computer stimulation*. Paper presented at the festschrift for Jerry Hunt, Lubbock, TX.
- 180 Mumford, M.D. (2007, August). *Pragmatic leadership and causal analysis: Educating the next generation of leaders*. Paper presented at the convocation of the Penn State Great Valley, Marion, PA.
- 179 Antes, A.L., Mumford, M.D., Murphy, S.T., Hill, J.A., Waples, E.P., Connelly, M.S., Brown, R.P., & Devenport, L.R. (2007, August). *Examining the influence of personality on ethical decision-making*. Paper presented at the meetings of the Academy of Management, Philadelphia, PA.
- 178 Mumford, M.D. (2007, August). *Decisions, decisions: The decisions leaders make and how they go about making them*. Paper presented at the meetings of the Academy of Management, Philadelphia, PA.
- 177 Mumford, M.D. (2007, August). *Eminent senior scholars: Expanding research across cultures*. Paper presented at the meetings of the Academy of Management, Philadelphia, PA.
- 176 Murphy, S.T., Mumford, M.D., Waples, E.P., Hill, J.H., Antes, A.L., Connelly, M.S., Devenport, L.D., & Brown, R.P. (2007, June). *Development and validation of a low-fidelity simulation for ethical decision-making*. IPMAAC Conference, St. Louis, MO.
- 175 Antes, A.L., Murphy, S.T., Hill, J.H., Waples, E.P., Connelly, M.S., Mumford, M.D., Brown, R.P., & Devenport, L.D. (2007, April). *Assessing personality characteristics influencing professional integrity via a biodata measure*. Paper presented at the meetings of the Society

for Industrial and Organizational Psychology, New York, NY.

- 174 Bedell-Avers, K.E., Hunter, S.T., & Mumford, M.D. (2007, April). *Problem-solving and performance: Comparing charismatic, ideological, and pragmatic leaders*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, New York, NY.
- 173 Eubanks, D.L., Murphy, S.T., & Mumford, M.D. (2007, April). *Intuition and creative problem-solving: An investigation of influences*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, New York, NY.
- 172 Kligyte, V., Allen, M.T., Waples, E.P., Ruark, G.A., Connelly, M.S., & Mumford, M.D. (2007, April). *Theoretical verbal analysis credibility assessment after wrong doing*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, New York, NY.
- 171 Mumford, M.D. (2007, April). *How leaders think about crises: The nature of leader cognition*. Paper presented at the Global Leadership Conference, West Point, NY.
- 170 Yammarino, F.J., Mumford, M.D., Dionne, S.D., & Connelly, M.S. (2007, April). *Leadership and team dynamics for dangerous contents*. Paper presented at the Global Leadership Conference, West Point, NY.
- 169 Mumford, M.D. (2007, March). *Leadership development and assessment: Rethinking the state of the art*. Paper presented at DOD conference on professional development, Orlando, FL.
- 168 Mumford, M.D., Kligyte, V., Marcy, R.T., Sevier, S., Godfrey, E., Foster, M., & Hougen, D. (2007, January). *Ethics training for scientists: Effects and promise*. Paper presented at the Ethics in Science and Engineering Conference, Washington, D.C.
- 167 Antes, A. L., Waples, E., Brown, R.P., Mumford, M.D., Devenport, L.D., & Connelly, M.S. (2006, December). *Ethical Decision-Making in Research: Exploring the Influence of Personality*. Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.
- 166 Hill, J.H., Waples, E., Murphy, S.T., Mumford, M.D., Connelly, M.S., Brown, R.P., & Devenport, L.D. (2006, December). *Responsible conduct of research training: A solution for teaching research ethics in the 21st century*. Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.
- 165 Murphy, S.T., Antes, A.L., Mumford, M.D., Devenport, L.D., Connelly, M.S., & Brown, R.P. (2006, December). *The development of ethical decision-making: Early environmental predictors of research integrity*. Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.
- 164 Waples, E., Murphy, S.T., Mumford, M.D., Devenport, L.D., Connelly, M.S., & Brown, R.P. (2006, December). *Validation of ethical decision-making measures: Internal and external validity*. Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.

- 163 Mumford, M.D. (2006, November). *Publication Practices in Leadership Research*. Paper presented at the meetings of the International Leadership Association, Chicago, IL.
- 162 Kligyte, V., Marcy, R.T., Sevier, S., Godfrey, E., Mumford, M.D., Foster, M., & Hougen, D. (2006, October). *Development and Evaluation of a Work Practices Approach for Ethics Education in Science and Engineering*. Paper presented at the meetings for the Collaborative Adaptive Sensing of the Atmosphere, Boulder, CO.
- 161 Mumford, M.D. (2006, August). *Pathways to Outstanding Leadership: Charisma, Ideology, and Pragmatism*. Paper presented at North Carolina State University's Leadership Scholars Symposium, Raleigh/Durham, NC.
- 160 Mumford, M.D. (2006, August). *Historiometric Approaches in the Study of Leadership: Quantitative Analysis of Qualitative Data*. Paper presented at the meetings of the Academy of Management, Atlanta, GA.
- 159 Mumford, M.D. (2006, August). *Leadership in Research and Development Organizations*. Paper presented at the meetings of the Academy of Management, Atlanta, GA.
- 158 Mumford, M.D., Connelly, M.S., Murphy, S.T., Hill, J.H., Antes, A.L., Brown, R.P., & Devenport, L.D. (2006, August). *The Development of Ethical Decision-Making: Early Environmental Predictors of Research Integrity*. Paper presented at the meetings of the Academy of Management, Atlanta, GA.
- 157 Bedell, K.E., Hunter, S.T., Eubanks, D., Espejo, J., Connelly, M.S., & Mumford, M.D. (2006, May). *Sources of Leader Violence: Comparison of Ideological and Non-ideological leaders*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- 156 Connelly, M.S., Ruark, G.A., Allen, M.T., Waples, E.P., Leritz, L.E., & Mumford, M.D. (2006, May). *Verbal Analysis and Assessing Interview Credibility*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- 155 Hunter, S.T., Bedell, K.E., & Mumford, M.D. (2006, May). *Climate for Creativity: A Quantitative Review*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- 154 Kligyte, V., Waples, E.P., Ruark, G.A., Allen, M.T., Connelly, M.S., & Mumford, M.D. (2006, May). *Credibility Assessment in Work Situations Using Theoretical Verbal Analysis Criteria*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- 153 Mumford, M.D., & Bedell, K.E. (2006, May). *Temporal Frames and Creative Thought*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- 152 Mumford, M.D., & Hunter, S.T. (2006, May). *Innovation and Creativity: Cross-Level Perspectives*. Paper presented at the meetings of the Society for Industrial and Organizational

Psychology, Dallas, TX.

- 151 Connelly, M.S., Mumford, M.D., & Gaddis, B. (2005, August). *Failure feedback as an affective event: The impact of leader affect, goal orientation, and feedback focus*. Paper presented at the meetings of the Academy of Management, Honolulu, HI.
- 150 Mumford, M.D. (2005, August). *Accruing funding for leadership research: Sources and approaches*. Paper presented at the meetings of the Academy of Management, Honolulu, HI.
- 149 Mumford, M.D. (2005, August). *Mentoring leadership scholars: Establishing a research program*. Paper presented at the meetings of the Academy of Management, Honolulu, HI.
- 148 Mumford, M.D. (2005, August). *Expectations for leadership research: Publication practices at the The Leadership Quarterly*. Paper presented at the meetings of the Academy of Management, Honolulu, HI.
- 147 Yammarino, F.J., Mumford, M.D., Connelly, M.S., & Dionne, S.D. (2005, August). *Leadership and team dynamics in long-term space flight: A 21st century approach*. Paper presented at the meetings of the Academy of Management, Honolulu, HI.
- 146 Mumford, M.D., (2005, May). *Leadership skills needed for effective information processing in complex organizational systems*. Paper presented at the Center for Creative Leadership Conference on Leading under Conditions of Complexity, Greensboro, NC.
- 145 Connelly, M.S., Allen, M.T., Kligyte, V., Ruark, G.A., Waples, E.P., & Mumford, M.D. (2005, April). *Examining a process model of verbal deception using a think aloud protocol*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- 144 Hunter, S.T., Espejo, J., Scott, G.M., Bedell, K., Sohl, L., Connelly, M.S., & Mumford, M.D. (2005, April). *Career experiences and scientific performance*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- 143 Mumford, M.D. (2005, April). *Comments on credibility assessment: New approaches to an old problem*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- 142 Mumford, M.D. (2005, April). *Then and now: Influences generated and sustained by organizational leaders*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- 141 Mumford, M.D. (2005, April). *Types of outstanding leadership: Advancements from a sensemaking perspective*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- 140 Waples, E.P., Kligyte, V., Ruark, G.A., Allen, M.T., Connelly, M.S., & Mumford, M.D. (2005, April). *Verbal analysis and credibility assessment: Transcribed versus videotaped statements*. Paper presented at the meetings of the Society for Industrial and Organizational

Psychology, Los Angeles, CA.

- 139 Mumford, M.D. (2005, March). *Environmental influences on research integrity among first year graduate students*. Paper presented at the National Institutes of Health Principle Investigators Conference on Research Integrity, Washington, D.C.
- 138 Mumford, M.D., Eubanks, D.L., & Murphy, S.T. (2005 February). *Creating conditions for success: Best practices in leading for innovation*. Paper presented at the 10th Annual Kravis De Roulet Leadership Conference, Claremont, CA.
- 137 Scott, G. M., Espejo, J., Sohl, L., Hunter, S. T., Bedell, K., Connelly, M. S., & Mumford, M. D. (2004, November). *Historical misconduct cases: Content coding the bad guys*. Paper presented at the Third Research on Research Integrity Conference, San Diego, CA.
- 136 Mumford, M. D. (2004, August). *Grant and contract funding*. Paper presented at the OB Doctoral Consortium, Academy of Management, New Orleans, LA.
- 135 Mumford, M. D. (2004, June). *Perspectives on crossing borders on authentic leadership*. Paper presented at the Gallup Leadership Summit, Omaha, NE.
- 134 Strange, J. M., Scott, G. M., & Mumford, M. D. (2004, June). *Performance: A comparative analysis of outstanding leaders*. Paper presented at the Gallup Leadership Summit, Omaha, NE.
- 133 Mumford, M. D. (2004, April). *New directions in creativity research: Teams and rewards*. Paper presented at the meetings for the Society for Industrial and Organizational Psychology, Chicago, IL.
- 132 Mumford, M. D. (2004, April). *The University of Michigan court cases: Promises and problems*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 131 Ruark, G. A., Waples, E. P., Allen, M. T., Leritz, L. E., Allison, L. K., Connelly, M. S., & Mumford, M.D. (2004, April). *Using verbal analysis to discriminate truthful from deceptive interview responses*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 130 Leritz, L. E., Allen, M. T., Ruark, G. A., Waples, E. P., Connelly, M. S., & Mumford, M. D. (2004, April). *Assessing truth and deception types in verbal statements*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 129 Waples, E. P., Leritz, L. E., Ruark, G. A., Allen, M. T., Connelly, M. S., & Mumford, M. D. (2004, April). *Deception in employment interviews: A verbal analytic systems' comparison*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 128 Mumford, M. D. (2003, August). *We know what we need, now how do we do it? Transforming Leadership research for the knowledge era*. Workshop facilitator for a PDA

session at the meetings of the Academy of Management, Seattle, WA.

- 127 Champion, M., & Mumford, M. D. (2003, April). *How to use O*NET to do a job analysis*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.
- 126 Fauth, W. B., Connelly, M. S., & Mumford, M. D. (2003, August). *A managerial in-basket study of the impact of emotions on ethical decision making*. Paper presented at the meetings of the Academy of Management, Seattle, WA.
- 125 Marta, S., Leritz, L. E., & Mumford, M. D. (2003, August). *When is planning necessary: A study of planning skills and emergent leadership*. Paper presented at the meetings of the Academy of Management, Seattle, WA.
- 124 Osburn, H. K., Halbesleben, J. R. B., & Mumford, M. D. (2003, June). *Reducing stress and burnout in the Federal Fire Service: An action research approach*. Paper presented at the meetings of the American Psychological Society, Atlanta, GA.
- 123 Peterson, N. G., Mumford, M. D., Borman, W. C., Jeanneret, P. R., & Fleishman, G. A. (2003, April). *O*NET perspectives: The midwives view*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.
- 122 Scott, G. M., Leritz, L. E., & Mumford, M. D. (2003, April). *The effectiveness of creativity training: A quantitative review*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL
- 121 Helton-Fauth, W., Scott, G. M., Gaddis, B., Shaffer, A., Mumford, M. D., Devenport, L., Connelly, M. S., & Brown, R. (2002, November). *Development of Two Measures of Scientific Integrity*. Paper presented at the Second Research Integrity Conference, Washington, DC.
- 120 Helton-Fauth, W., Scott, G. M., Gaddis, B., Shaffer, A., Connelly, M. S., & Mumford, M. D. (2002, November). *Development of Measure of Biodata for the Scientific Community*. Paper presented at the Second Research in Integrity Conference, Washington, DC.
- 119 Gaddis, B., Connelly, M. S., & Mumford, M. D. (2002, November). *Development of a Measure of Climate in Scientific Organizations*. Paper presented at the Second Research Integrity Conference, Washington, DC.
- 118 Gaddis, B., Devenport, L., Connelly, M. S., Brown, R., Mumford, M. D., & Scott, G. M. (2002, November). *A Taxonomic Approach for Studying Scientific Misconduct*. Paper presented at the Second Research Integrity Conference, Washington, DC.
- 117 Manley, G. G., Halbesleben, J. R., & Mumford, M. D. (2002, April). *Differences in Biodata and Personality Tests in Measuring the Five Factor Model*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- 116 Mumford, M. D. (2002, November). *Assessing integrity in Research Environments*. Panel Discussion at the Second Integrity Conference, Washington, DC.

- 115 Mumford, M. D., Scott, G. M., Gaddis, B. D., & Strange, J. M. (2002, March). *Leading Creative People: Orchestrating Expertise and Relationships*. Paper presented at the University of Mississippi Leadership Conference, Oxford, MS.
- 114 Van Doorn, J. R., Mumford, M. D., & Osburn, H. K. (2001, August). *Beliefs and Values Characterizing Leaders*. Paper presented at the meetings of The American Psychological Association, San Francisco, CA.
- 113 Schultz, R. A., Mumford, M. D., Benavidez, J., & Garland, N. (2001, August). *Using a process-based measure of cognitive planning ability to predict leadership performance*. Paper presented at the meetings of the American Psychological Association, San Francisco, CA.
- 112 Mumford, M. D., Scott, G. M., & Gaddis, B. (2001, June). *Leading the Unmanageable: Leadership in Scientific Organizations*. Paper presented at the Dublin Symposium on Scientific Effectiveness, Dublin, Ireland.
- 111 Mumford, M. D. (2001, June). *Comments on MLQ Measures of Transformational Leadership*. Paper presented at the Festschrift for Bernard M. Bass, Binghamton, NY.
- 110 Mumford, M. D., & Strange, J. M. (2001, June). *Vision and Mental Models: Cognitive Structures Underlying Vision*. Paper presented at the Festschrift for Bernard M. Bass, Binghamton, NY.
- 109 Rah, D., & Mumford, M. D. (2001, April). *Distinguishing Between Charismatic and Ideological Leaders*. Paper presented at the University of Oklahoma Undergraduate Research Day, Norman, OK.
- 108 Mumford, M. D. (2001, April). *A Decade of Creativity Research: Generation and Implementation*. Paper presented at the meetings of the Oklahoma Psychological Society, Edmond, OK.
- 107 Mumford, M. D. (2001, April). *Validating Background Data Measures of Adaptability: A Multistudy Construct Validation Effort*. Paper presented at the meetings for the Society of Industrial and Organizational Psychology, San Diego, CA.
- 106 Vincent, A. H., Connelly, M. S., Decker, B. D., Mumford, M. D., & Mendoza, J. L. (2001, April). *Using Biodata to Assess Adaptability Related Constructs in Leaders*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.
- 105 Mumford, M. D., & Helton, W. B. (2000, November). *Organizational Influences of Scientific Integrity*. Paper presented at the Research on Research Integrity Conference, Washington, DC.
- 104 Mumford, M. D. (2000, April). *Creativity in Organizations*. Paper presented at the meetings of The Society for Industrial and Organizational Psychology, New Orleans, LA.
- 103 Mumford, M. D., Schultz, R., & Thompson, H. S. (2000, April). *Taxonomies of Executive Skills: Development and Validation of a Cognitive Skills Taxonomy*. Paper presented at the meetings

of The Society for Industrial and Organizational Psychology, New Orleans, LA.

- 102 Mumford, M. D. (1998, April). *Biodata in Selection: An investigation of constructs and keying methods*. Paper presented at the meetings for the Society for Industrial and Organizational Psychology Dallas, TX.
- 101 Mumford, M. D. (1998, April). *Job analysis inaccuracy: cracks in the foundation HR management*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- 100 Dorsey, D. W., Baughman, W. A., Cooke, A. E., & Mumford, M. D. (1998, April). *Shifting definitions of "jobs": Exploring occupational families using subgroup analysis*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- 99 Fink, L. A., Mumford, M. D., & Boes, J. O. (1997, August). *Background data measures for predicting employee deviance*. Paper presented at the meetings of the Academy of management, Boston, MA
- 98 Mumford, M. D. (1997, July). *Competency base & job analysis*. Paper presented at the NIMA Human Resources Conference, McLean, VA.
- 97 Mumford, M. D. (1997, May). *Managing the creative process: Techniques and approaches in scientific organizations*. Paper presented at the meetings of the American Oil Chemical Society, Seattle, WA.
- 96 Mumford, M. D. (1997, April). *Leaders as creators*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- 95 Norris, D. G., Baughman, W. A., Cooke, A. E., Mumford, M. D., & Peterson, N. G. (1997, April) *Examining the utility of O*NET measures for job classification*. Paper presented at the meetings of the Society of Industrial and Organizational Psychology, St. Louis, MO.
- 94 Mumford, M. D. (1996, October). *Item generation procedures and rationally based subgroups*. Paper presented at the first biannual background data conference, Athens, GA.
- 93 Mumford, M. D. (1996, October) *Questions and answers*. Paper presented at the First Biennial Biodata Conference, Athens, GA.
- 92 Mumford, M. D. (1996, October) *Where do we go from here? Directions for future research and implications for practice*. Paper presented at the first Biennial Biodata Conference, Athens, GA.
- 91 Reiter-Palmon, R., Mumford, M. D., Clifton, T. C., & Threlfall, K. V., (1996, October). *Family relationships and adjustment; using background data to understand the differential development*. Paper presented at this first biannual background data conference, Athens, GA.
- 90 O'Connor, J. A., & Mumford, M. D. (1996, September). *Charismatic leaders and*

destructiveness. Paper presented at the Center for Creative Leadership, Greensboro, NC.

- 89 Baughman, W. A., & Mumford, M. D. (1996, April). *Job families based on ability and knowledge measures: Evidence for convergent and discriminant validity*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.
- 88 Mumford, M. D., Connelly, M. S., & Johnson, J. F. (1996, April). *Emerging leaders: Person types and developmental trends*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.
- 87 Mumford, M. D. & Fleishman, E. A. (1996, April). *The person doing the job: Worker requirements variables in the occupational information network*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.
- 86 Kilcullen, R. N., White, L. A., & Mumford, M. D. (1995, May). *Predicting leadership effectiveness of public sector supervisions using background data*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.
- 85 Mumford, M. D., & Connelly, M. S. (1995, May). *Wisdom, perspective-taking, and problem solving: A study of Army leaders*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.
- 84 Mumford, M. D. (1994, October). *Assessing thinking skills: Procedures, validation evidence, and lessons learned*. Paper presented at the Bowling Green Conference "Evaluating Alternatives to Traditional Testing for Selection," Maumee Bay, Ohio.
- 83 Reiter-Palmon, R., & Mumford, M. D. (1994, August). *Life images and their influence on problem construction*. Paper presented at the meetings of the American Psychological Association, Anaheim, CA.
- 82 Baughman, W. A., Threlfall, K. V., Mumford, M. D., Holt, R., & Maher, M.. (1994, July). *Personality factors, intellectual beliefs, and academic goals promoting and inhibiting academic performance*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 81 Connelly, M. S., Marks, M. A., & Mumford, J. D. (1994, July). *The influence of wisdom on leader performance at different organizational levels*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 80 Gilbert, J. A., Diana, M. A., Johnson, J. F., Zaccaro, S. J., & Mumford, M. D. (1994, July). *Leadership and knowledge structures: A comparison of expert and novice leaders*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 79 Meiman, E., O'Connor, J. A., Clifton, T. C., Gessner, T. E., & Mumford, M. D. (1994, July). *Individual and situational determinants of destructive actions: Relations to selected CPI scales*. Paper presented at the meetings of the American Psychological Society, Washington, DC.

- 78 Morin, L., Clifton, T. C., O'Connor, J. A., & Mumford, M. D. (1994, July). *Relationship between alternative measures of integrity and the Reed Report*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 77 Mumford, M. D. (1994, July). *Alternative approaches to assessing complex thinking skills*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 76 Mumford, M. D. (1994, July). *Let's not throw the baby out with the bathwater: Alternative procedures for the assessment of complex cognitive skills*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 75 O'Connor, J. A., Wagner, D. W., Clifton, T. C., Gessner, T. E., & Mumford, M. D. (1994, July). *Situational determinants of destructive actions: A taxonomy*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 74 Mumford, M. D. (1994, April). *Comments on James' cognitive approach to personality assessment*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Knoxville, TN.
- 73 Mumford, M. D. (1994, April). *Leadership and thinking skills*. Paper presented at the Fourth Annual Conference on Strategic Leadership, Carlisle, PA.
- 72 Mumford, M. D. (1994, April). *Procedures for developing content and construct background data items*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Knoxville, TN.
- 71 Mumford, M. D. (1994, April). *Workplace violence*. Paper presented at the meetings of the International Association of Chiefs of Police, Washington, DC.
- 70 Mumford, M. D. (1994, April). *Procedures for developing content and construct background data items*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Knoxville, TN.
- 69 Mumford, M. D. (1994, February). *Individual and situational influences on destructive organizational acts*. Paper presented at the meetings of the MESO Society, Atlanta, GA.
- 68 Mumford, M. D. (1993, December). *Complex skill assessment*. Invited address presented at the American Telephone and Telegraph, Morristown, NJ.
- 67 Mumford, M. D. (1993, November). *Leader assessment and development*. Paper presented at the U.S. Army Research Institute Conference on Strategic Leadership, Alexandria, VA.
- 66 O'Connor, J. A., Clifton, T. C., Johnson, J. F., Gessner, T. E., & Mumford, M. D. (1993, November). *Alternative measures of integrity*. Paper presented at the meetings of the Military Testing Association, Williamsburg, VA.
- 65 Costanza, D. P., Baughman, W. A., Threlfall, K. V., Mumford, M. D., & Fleishman, E. A. (1993,

- May). *The influence of abilities on performance*. Paper presented at the meetings of the Society for Industrial and Organizational, San Francisco, CA.
- 64 Clifton, T. C., Kilcullen, R. N., & Mumford, M. D. (1993, April). *Use of rational biodata scales to predict longitudinal success in college and work settings*. Paper presented at the meetings of the Eastern Psychological Association, Arlington, VA.
- 63 Connelly, M. S., Marks, M. A., & Mumford, M. D. (1993, April). *An integrated dimensional structure of wisdom*. Paper presented at the meetings of the Eastern Psychological Association, Arlington, VA.
- 62 Baughman, W. A., Costanza, D. P., Uhlman, C. E., Threlfall, K. V., & Mumford, M. D. (1992, August). *Learning and performance in varied domains: Effects of noncognitive factors*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- 61 Clifton, T. C., Kilcullen, R. N., Reiter-Palmon, R., & Mumford, M. D. (1992, August). *Use of a triple cross-validation technique on alternative biodata scaling procedures*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- 60 Connelly, M. S., Zaccaro, S. J., & Mumford, M. D. (1992, August). *Evidence for trait-based cross-situational leadership*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- 59 Mumford, M. D. (1992, August). *Biodata advances: Bridging the rational and empirical perspectives*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- 58 Mumford, M. D. (1992, August). *Leaders as creators: Measurement implications and findings using background data*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- 57 O'Connor, J., Gessner, T. E., Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., & Mumford, M. D. (1992, August). *Stages of belief development: An empirical investigation using background data*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- 56 Uhlman, C. E., Threlfall, K. V., Baughman, W. A., Costanza, D. P., & Mumford, M. D. (1992, August). *Impact of noncognitive factors: Reactions to novel and structured tasks*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- 55 Mumford, M. D. (1992, July). *Developing valid background data scales: Strategies and techniques for item generation*. Workshop presented at the meetings of the Personnel Testing Council of Metropolitan Washington, Washington, DC.
- 54 Reiter-Palmon, R., Threlfall, K. V., Clifton, T. C., & Mumford, M. D. (1991, November). *Good and bad family environments and their effect on adolescent development*. Paper presented at the Lives Through Time Conference, Palm Springs, CA.

- 53 Kilcullen, R. N., White, L. A., Mumford, M. D., Mack, H. M., & Rigby, C. K. (1991, October). *On the construct validity of rational background data scales*. Paper presented at the meetings of the Military Testing Association, San Antonio, TX.
- 52 Mumford, M. D. (1991, October). *Construct validation of background data scales*. Paper presented at the meetings of the Military Testing Association, San Antonio, TX.
- 51 Buffardi, L., Gaskins, R., & Mumford, M. D. (1991, August). *Predicting human error rates from action verbs*. Paper presented at the meetings of the American Psychological Association, San Francisco, CA.
- 50 Clifton, T. C., Costanza, D., Reiter-Palmon, R., & Mumford, M. D. (1991, June). *Development of background data rational scales for predicting positive and negative emotionality*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 49 Connelly, M. S., Clifton, T. C., & Mumford, M. D. (1991, June). *Contrasting theory based background data scaling procedures*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 48 Hein, M. B., Mumford, M. D., & Fleishman, E. A. (1991, June). *Abilities as causes of individual differences in skill acquisition: An empirical examination*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 47 O'Connor, J., Clifton, T. C., Connelly, M. S., & Mumford, M. D. (1991, June). *Background data as a predictor of leadership performance*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 46 Redmond, M. R., Mumford, M. D., & Teach, R. S. (1991, June). *Effects of leader behavior on subordinate creativity*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 45 Reiter-Palmon, R., Redmond, M. R., & Mumford, M. D. (1991, June). *Problem construction: Relationship with creativity and motivation*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- 44 Buffardi, L. C., Fleishman, E. A., Mumford, M. D., Allen, J. A., & Gaskins, R. (1990, November). *Generalizing human error rates across environments*. Paper presented at the meetings of the American Nuclear Society, Washington, DC.
- 43 Gaskins, R. C., Buffardi, L. C., Fleishman, E. A., Mumford, M. D., & Allen, J. A. (1990, November). *An evaluation of the revised task characteristic rating scale*. Paper presented at the meetings of the Human Factors Society, Orlando, FL.
- 42 Mumford, M. D. (1990, October). *Establishing the construct validity of background data measures*. Paper presented at the meetings of the Personnel Testing Council of Southern California, Balboa Beach, CA.

- 41 Buffardi, L. C., Gaskins, R. C., Allen, J. A., Fleishman, E. A., & Mumford, M. D. (1990, August). *Developing empirically-based anchors for the task characteristics taxonomy*. Paper presented at the meetings of the American Psychological Association, Boston, MA.
- 40 Hein, M. B., Mumford, M. D., Feldman, J. M., & Nago, D. (1990, August). *The effects of training on decision-making accessibility and compliance*. Paper presented at the meetings of the American Psychological Association, Boston, MA.
- 39 Owens, W. A., Stokes, G. S., & Mumford, M. D. (1990, August). *Assessment of persons through background data*. International Congress of Applied Psychology, Kyoto, Japan.
- 38 Mumford, M. D. (1990, April). *Innovative research on the IPAR: Some comments on the first federal-wide biodata form*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Miami, FL.
- 37 Nickels, B. J., & Mumford, M. D. (1990, April). *Making sense of people's lives: Principles underlying the content and construct validity of background data measures*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Miami, FL.
- 36 Reiter-Palmon, R., Clifton, T., DeFilippo, B., & Mumford, M. D. (1990, April). *Influence of negative life events on the predictive validity of background data measures*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- 35 Snell, A., & Mumford, M. D. (1990, April). *Breaking out of the mold: Changes in developmental patterns*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- 34 Mumford, M. D. (1989, July). *Validating background data measures*. Invited address to the District of Columbia Personnel Testing Council, Washington, DC.
- 33 Mumford, M. D. (1989, April). *Enhancing creative performance in academic and nonacademic settings*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Boston, MA.
- 32 Mobley, M. I., Uhlman, C. E., Doares, L. M., & Mumford, M. D. (1989, March). *Process models of creativity: A review and synthesis*. Paper presented at the meetings of the Southeastern psychological Association, Washington, DC.
- 31 Uhlman, C. E., Hein, M. B., Nash, B. E., & Mumford, M. D. (1989, March). *Comparing the factor structure of a common biodata item base across samples*. Paper presented at the meetings of the Southeastern Psychological Association, Washington, DC.
- 30 Mumford, M. D., Weeks, J. L., Harding, F. D., & Fleishman, E. A. (1988, October). *Assessing the costs of alternative training interventions*. Paper presented at the meetings of the Military Testing Association, Washington, DC.
- 29 Hartman, A. I., & Mumford, M. D. (1988, August). *Power in organizations: A cognitive*

- approach*. Paper presented at the meetings of the American Psychological Association, Atlanta, GA.
- 28 Hein, M. B., & Mumford, M. D. (1988, August). *Varieties of religious experience: Integrating the idiographic and nomothetic approach in studies of continuity and change*. Paper presented at the meetings of the American Psychological Association, Atlanta, GA.
- 27 Mumford, M. D. (1988, April). *Developing human capacities: Approaches to the enhancement of human performance*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- 26 Mumford, M. D. (1988, April). *Validation background data measures: Some thoughts on constructs, content, and criteria*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- 25 Owens, W.A., Mumford, M. D., & Hein, M. B. (1988, April). *Multivariate issues in the study of individual difference: Integrating idiographic and nomothetic approaches via life history items*. Paper presented at the meetings of the Southeastern Society for Multivariate Experimental Psychology, New Orleans, LA.
- 24 Mumford, M. D., & Hein, M. B. (1988, March). *Structural modeling within and across profile clusters: A longitudinal investigation of religious involvement*. Paper presented at the University System Advances in Gerontology and Geriatrics Symposium: Creative Energies for Now and Tomorrow, Athens, GA.
- 23 Hartman, E. A., Mumford, M. D., & Mueller, S. W. (1987, August). *Robustness of job classification systems: An examination of alternative indicators*. Paper presented at the meetings of the American Psychological Association, New York, NY.
- 22 Harding, F. H., Weeks, J. L., & Mumford, M. D. (1987, May). *Training outcome simulations using the technical training impact model*. Paper presented at the Air Force Manpower, Personnel, and Training Conference, San Antonio, TX.
- 21 Mumford, M. D. (1987, April). *New directions in the development and application of background data measures*. Symposium presented at the meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 20 Mumford, M. D., Olsen, K. A., & James, L. R. (1987, April). *Investment in youth: Demographic influences on creative production*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 19 Hartman, A. I., & Mumford, M. D. (1987, March). *Power in organizations: Test of an operational model*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- 18 Lind, S. K., & Mumford, M. D. (1987, March). *Values as predictors of job performance and advancement potential*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.

- 17 Wesley, S. S., & Mumford, M. D. (1987, March). *The crystallization of developmental integrative model*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- 16 Mumford, M. D., Weeks, J. L., Harding, F. H., & Fleishman, E. A. (1986, August). *Assessing occupational difficulty*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- 15 Harding, F. H., Mumford, M. D., & Weeks, J. L. (1985, September). *Causes of performance in Air Force initial skills training*. Paper presented at the meetings of the Military Testing Association, San Diego, CA.
- 14 Weeks, J. L., Mumford, M. D., & Harding, F. H. (1985, September). *Occupational learning difficulty: A construct validation against training criteria*. Paper presented at the meetings of the Military Testing Association, San Diego, CA.
- 13 Mumford, M. D. (1985, August). *Assessing leadership in the context of military organizations*. Paper presented at the meetings of the American Psychological Association, Los Angeles, CA.
- 12 Mumford, M. D., Harding, F. H., & Weeks, J. L. (1985, August). *Modeling influences on Air Force technical training outcomes*. Paper presented at the meetings of the American Psychological Association, Los Angeles, CA.
- 11 Mumford, M. D., Harding, F. H., & Weeks, J. L. (1985, March). *Assessing the utility of Air Force selection and training strategies*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- 10 Mumford, M. D. (1984, April). *Leadership in bureaucratic organizations*. Paper presented at the meetings of the Eastern Psychological Association, Baltimore, MD.
- 9 Mumford, M. D. (1984, March). *Development and validation of a content valid biodata form for personnel selection*. Paper presented at the meetings of the Southeastern Psychological Association, New Orleans, LA.
- 8 Mumford, M. D., Levin, K. Y., & Schemmer, F. M. (1984, March). *Some theoretical considerations in leadership identification and development*. Paper presented at the Ninth Annual Department of Defense Symposium, Colorado Springs, CO.
- 7 Mumford, M. D., & Owens, W. A. (1983, August). *Applications and implications of cross-time classifications*. Paper presented at the meetings of the American Psychological Association, Anaheim, CA.
- 6 Mumford, M. D. (1983, May). *Classification on a cross-time basis: An extension of the quasi-actuarial model and its implications*. Paper presented at the meetings of the International Personnel Management Association, Washington, DC.

- 5 Mumford, M. D., & Mendoza, J. L. (1983, March). *The simultaneous correction of attenuation and range restriction effects*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- 4 Mumford, M. D., & Owens, W. A. (1983, March). *Individuality and development between age 18 and 30*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- 3 Owens, W. A., Mumford, M. D., & Jackson, K. (1982, July). *A classification of persons: Longitudinal evidence and potential utility*. Paper presented at the meetings of the International Association of Applied Psychology, Edinburgh, Scotland.
- 2 Mumford, M. D., & Stokes, G. S. (1980, March). *Behavioral and developmental correlates of positive and negative emotionality*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- 1 Candland, D. K., Blumer, E. S., & Mumford, M. D. (1979, February). *Laboratory and field meaning and context: Urine marking by saimiri*. Paper presented at the meetings of the International Congress of Primatology, New Delhi, India.

Grants and Contracts:

Title: Models of Technical Training
 Sponsor: AFHRL (1983)
 Amount: \$350,000

Title: Developing Leadership Competencies
 Sponsor: ARI (1984)
 Amount: \$150,000

Title: Assessing the Utility of Training Interventions
 Sponsor: AFHRL (1985)
 Amount: \$150,000

Title: Appraising Unit Performance Readiness
 Sponsor: AFHRL (1985)
 Amount: \$100,000

Title: Developing Background Data Measures
 Sponsor: Home Depot (1987)
 Amount: \$30,000

Title: Training Program Design
 Sponsor: General Electric (1989)
 Amount: \$65,000

Title: Training Program Design
 Sponsor: General Electric (1990)
 Amount: \$110,000

Title: Leadership Development

Sponsor: ARI (1990)
Amount: \$50,000

Title: Background Data Measures of Honesty
Sponsor: ONR (1990)
Amount: \$20,000

Title: Background Data Measures of Adaptability
Sponsor: ONR (1991)
Amount: \$80,000

Title: Distributor Job Analyses
Sponsor: CTA (1993)
Amount: \$20,000

Title: Predicting Human Error Rate
Sponsor: NRC (1991)
Amount: \$200,000

Title: Background Data Measures for Foreign Service Officers
Sponsor: State Department (1991)
Amount: \$25,000

Title: Developing Personnel Systems
Sponsor: General Electric (1991)
Amount: \$85,000

Title: Models of Destructive Behavior
Sponsor: ONR (1991)
Amount: \$20,000

Title: Developing Leadership Capacities
Sponsor: ARI (1992)
Amount: \$500,000

Title: Job Analysis
Sponsor: NSA (1992)
Amount: \$200,000

Title: Models of Destructive Behavior
Sponsor: ONR (1992)
Amount: \$20,000

Title: Development of Alternative Selection Measures
Sponsor: ARI (1992)
Amount: \$60,000

Title: Executive Selection
Sponsor: Defense Mapping Agency (1993)
Amount: \$70,000

Title: Measuring and Developing Thinking Skills
Sponsor: ARI (1993)
Amount: \$55,000

Title: Civilian Leadership
Sponsor: ARI (1993)
Amount: \$120,000

Title: Destructive Acts
Sponsor: ONR (1994)
Amount: \$25,000

Title: Background Data
Sponsor: ONR/BDM (1994)
Amount: \$100,000

Title: Unobtrusive Measures
Sponsor: ONR (1994)
Amount: \$25,000

Title: Leader Decision Skills
Sponsor: ARI (1994)
Amount: \$95,000

Title: Leader Skill Assessment and Development
Sponsor: ARI (1994)
Amount: \$750,000

Title: Job Analysis
Sponsor: ARI (1995)
Amount: \$25,000

Title: Job Analysis
Sponsor: NSA (1995)
Amount: \$100,000

Title: Training Evaluation
Sponsor: NSA (1995)
Amount: \$125,000

Title: Remote Viewing
Sponsor: NRC (1995)
Amount: \$200,000

Title: Dictionary of Occupational Titles Revision
Sponsor: DOL (1995)
Amount: \$1,500,000

Title: Job Families
Sponsor: NSA (1995)
Amount: \$125,000

Title: Adaptability
Sponsor: AFHRL (1996)
Amount: \$78,000

Title: Strategic HR Models
Sponsor: ARI (1996)
Amount: \$25,000

Title: Job Analysis Aids
Sponsor: NSA (1996)
Amount: \$125,000

Title: Jobs Redesign
Sponsor: NSA (1996)
Amount: \$2,400,000

Title: Job Analysis
Sponsor: State Department (1997)
Amount: \$1,300,000

Title: Organizational Design
Sponsor: CIA (1997)
Amount: \$3,600,000

Title: Performance Enhancement
Sponsor: CIA (1997)
Amount: \$750,000

Title: Human Resources
Sponsor: NIMA (1997)
Amount: \$1,400,000

Title: Skills Assessment
Sponsor: CIA (1998)
Amount: \$700,000

Title: Job Analysis
Sponsor: DIA (1998)
Amount: \$1,200,000

Title: Skill Assessment
Sponsor: CIA (1999)
Amount: \$280,000

Title: Scientific Integrity
Sponsor: NIH (2001)
Amount: \$200,000

Title: Interview Deception
Sponsor: DPI / ONR (2002)
Amount: \$410,000

Title: Workplace Violence
Sponsor: Air Force (2002)
Amount: \$25,000

Title: Adjudication Procedures
Sponsor: ONR (2002)
Amount: \$15,000

Title: Job Analysis
Sponsor: DOD / Navy (2002)
Amount: \$54,000

Title: Workforce Analysis
Sponsor: DOD / Navy (2003)
Amount: \$75,000

Title: Workforce Analysis
Sponsor: State of Oklahoma (2003)
Amount: \$75,000

Title: Skills Assessment
Sponsor: GSA (2003)
Amount: \$30,000

Title: Job Analysis
Sponsor: DOD / Navy (2003)
Amount: \$75,000

Title: Scientific Integrity
Sponsor: CIA (2003)
Amount: \$400,000

Title: Job Analysis
Sponsor: DOD/Navy (2004)
Amount: \$250,000

Title: Job Analysis
Sponsor: DOD/Navy (2004)
Amount: \$250,000

Title: Scientific Integrity
Sponsor: NIH (2004)
Amount: \$500,000

Title: Job Analysis
Sponsor: DOD/Navy (2004)
Amount: \$800,000

Title: Scientific Integrity
Sponsor: CIA (2005)
Amount: \$4,000,000

Title: Communications
Sponsor: CIA (2005)
Amount: \$250,000

Title: Scientific Integrity
Sponsor: NSF (2005)
Amount: \$210,000

Title: Job Analysis
Sponsor: DOD/Navy (2006)
Amount: \$340,000

Title: Scientific Integrity
Sponsor: CIA (2006)
Amount: \$3,000,000

Title: Integrity
Sponsor: Council of Graduate Schools (2006)
Amount: \$38,000

Title: Scientific Integrity
Sponsor: NIH (2007)
Amount: \$500,000

Title: Web design
Sponsor: CIA (2007)
Amount: \$300,000

Title: Communications
Sponsor: CIA (2007)
Amount: \$600,000

Title: Communications
Sponsor: CIA (2008)
Amount: \$600,000

Title: Communications
Sponsor: CIA (2009)
Amount: \$600,000

Title: Collective Leadership
Sponsor: US Army (2009)
Amount: \$200,000

Title: Collective Leadership
Sponsor: US Army (2009)
Amount: \$80,000

Title: RCR Assessment
Sponsor: ORI (2009)
Amount: \$40,000

Title: Creativity
Sponsor: NSF (2009)
Amount: \$200,000

Title: Ethics
Sponsor: NSF (2009)
Amount: \$300,000

Title: Communications
Sponsor: CIA (2009)
Amount: \$600,000

Title: Communications
Sponsor: CIA (2010)
Amount: \$600,000

Title: Communications
 Sponsor: NSF (2011)
 Amount: \$600,000

Title: Ethics
 Sponsor: NIH (2011)
 Amount: \$400,000

Title: Ethics Training
 Sponsor: NIH (2011)
 Amount: \$50,000

Title: Ethics Education
 Sponsor: Council of Graduate Schools (2012)
 Amount: \$25,000

Title: Leadership
 Sponsor: NASA (2013)
 Amount: \$60,000

Title: Ethics Education
 Sponsor: NIH/ORI (2014)
 Amount: \$300,000

Title: Small Unit Planning
 Sponsor: DOD/US Army (2017)
 Amount: \$375,000

Title: Collective Planning
 Sponsor: DOD/US Army (2017)
 Amount: \$666,000

Title: Coadvisor Prototype
 Sponsor: OU (Covid Seed grant proposal)
 Amount: \$200,000

Consulting Activities:

Woodrow Wilson Foundation
 Kidder-Peabody
 DuPont
 GTRI
 Home Depot
 AT&T
 Duracell
 General Electric
 State Department
 General Accounting Office
 Justice Department

Fellowship selection procedures
 Selection system design
 Review of internal management practices
 Climate to enhance technical innovation
 Construction of background data measures
 Review of job analysis and training procedures
 Personnel selection and training
 Sales representative re-engineering
 Design of workforce diversification programs
 Review of selection procedures
 Review of selection procedures under litigation

Department of Labor	Development of background data measures
Psychological Corp.	Development of background data measures
U.S. Air Force	Design of training and background data measures
FBI	Background data selection procedures
Federal Bureau of Prisons	Design of physical ability measures
E-Predix	Development of background data measures
AON	Development of background data measures
Deloitte-Touche	Training and Assessment
BBN	Online Assessment

Teaching:

Dissertations:

Wesley, S. S.	Background data subgroups and career outcomes
Nickels, B. J.	Exploring the structure of background data
Kromm, G. F.	Procedures for constructing job families
Gustafson, S. B.	Person types and environment types
Hein, M.B.	Abilities as causes of skill acquisition
Redmond, M. R.	The impact of leader behavior on subordinate creativity
Kilcullen, R. N.	Background data measures of managerial performance
Uhlman, C. E.	Background data and assessment centers
Reiter-Palmon, R.	Typological constructs and developmental processes
Clifton, T. C.	Autobiographical recall
Connelly, M. S.	Leadership Skills Assessment
O'Connor, J. A.	Police officer integrity
Baughman, W. A.	Assessing alternative intelligences
Threlfall, K. V.	Entrepreneurship
Costanza, D. P.	Destructive leaders and organizational outcomes
Johnson, J. F.	Leader cognitive styles and organizational climate
Manley, G. R.	Background data scaling
Schultz, R. A.	Similarity and Performance
Helton, W. M.	Adjudication procedures
Leritz, L.	Detection of deception
Scott, G. M.	Leader development
Osburn, H.	Planning training
Van Doorn, J.	Self image
Strange, J. M.	Leader-follower relations
Gaddis, B.	Leader planning
Hunter, S.T.	Leadership and complexity
Marcy, R.T.	Leadership and systems thinking
Blair, C.	Innovation
Beehler, C.T.	Leader integrity
Murphy, S.	Integrity
Eubanks, D.	Errors and leaders
Bedell-Avers, K.E.	Errors and leadership
Antes, A.L.	Positive affect and leadership
Friedrich, T. L.	Networks and leadership
Beehler, C.K.	Ethical leadership
Caughron, J.J.	Leadership and errors
Byrne, C.	Creativity training
Shipman, A.S.	Leadership
Barrett, J.	Collaboration and creativity
Vessey, B.	Creative Leadership

Hester, K.	Fit and Climate
Peterson, D.	Decisions and Creativity
Mecca, J.	Stories and Climate
Giorgini, V.	Planning
Gibson, C.	Leader Innovation
Medeiros, K.	Creativity and Constraints
Partlow, P.	Firm Innovation
Watts, L.	Idea Dissemination
Steele, L.	Creativity and Skill Acquisition
McIntosh, T.	Leader Creativity
Mulhearn, T.	Creative Thinking Skills
Watts, L.	Idea Dissemination
Steele, L.	Creativity and Skill Acquisition
McIntosh, T.	Leadership and Climate
Mulhearn, T.	Creative Thinking Skills
Todd, M.	Idea Evaluation
Higgs, C.	Leader Causes
Martin, R.	Errors and Creativity
Elliott, S.	Distractions and Creativity

Theses:

Hein, M. B.	Cognition and management training
Palmon, R. R.	Problem construction and creativity
Snell, A. F.	Crystallization and religious involvement
Mobley, M. I.	Creativity and category combination
Doares, L. M.	Sex differences in creative processes
DeFilippo, B. J.	Intuition and problem solving
Redmond, M. R.	Nonverbal cue and leadership
Uhlman, C. E.	Meaning differences and background data
Clifton, T. C.	Background and adjustment
Macon, D. N.	Climate and creativity
Connelly, M. S.	Dimensional structure of wisdom
Supinsky, E. J.	Encoding strategies
Van Doorn, J. A.	Values and decisions
Osburn, H. K.	Entrepreneurial beliefs
Helton, W. M.	Leader integrity
Decker, B. J.	Leadership and adaptation
Mowry, J. R.	Ideological leadership
Lonergan, D.	Innovation in Organizations
Scott, G. M.	Social innovation
Marta, C. S.	Planning and group performance
Leritz, L.	Measures of planning
Gaddis, B.	Charismatic leadership and failure
Marcy, R.	Social innovation
Blair, C.	Idea evaluation
Licuanan, B.	Monitoring creativity
Dailey, L.	Errors in creativity
Hunter, S. T.	Knowledge structures and creativity
Bedell, K.	Outstanding leadership
Eubanks, D.	Intuition among leaders
Murphy, S.	Penetration in problem-solving
Friedrich, T.	Anti-theses and creativity
Caughron, J.	Planning interventions

Antes, A.	Time frame and creativity
Byrne, C.	Creativity and forecasting
Shipman, A.	Leadership and forecasting
Vassey, W.	Leadership and knowledge
Barrett, J.	Leadership and crises
Robledo, I.	Mental models and creativity
Hester, K.	Mental models and creativity
Peterson, D.	Metal models and creativity
Mecca, J.	Creativity and imitation
Phillips, C.	Creativity and incremental change
Georgini, V.	Creativity and backup plans
Partlow, P.	Knowledge integration
Mederios, K.	Leading creative people
Steele, L.	Stories and Leadership
Watts, L.	Stories and Leadership
MacIntyre, T.	Mental Models
Mulhearn, T.	Negative Events
Higgs, C.	Leader Fantasy
Todd, M.	Forecasting and Error Reduction
Durban, C.	Wisdom and Leadership
Gujar, Y.	SES and Leadership
Fichtel, M.	Goal Analysis
Newbold, T.	Images of Others
England, S.	Context and Images of Others

Courses:

Leadership
 Survey of Industrial and Organizational Psychology
 Organizational Behavior
 Organizational Cognition
 Planning
 Individual Differences
 Quasi-Experimental Design
 Personality Theory
 Noncognitive Measurement
 Differential Development
 Industrial Psychology
 Job Analysis
 Training
 Personnel Selection
 Creativity
 Cognitive Assessment
 Ethics
 Innovation

Reviews and Biographies**Reviews Performed:**

Academic Press
 Brooks/Cole
 Erlbaum
 McGraw-Hill
 National Institutes of Health
 National Science Foundation

SIOP Midyear Conference
Social Science Research Council, Netherlands
West Publishing
Academic Medicine
Academy of Management Review
Academy of Management Journal
Accountability in Research
American Journal of Psychology
American Psychologist
British Journal of Clinical Psychology
British Journal of Educational Psychology
Cognitive Science
Creativity Research Journal
Ethics and Behavior
European Journal of Work and Organizational Psychology
Group and Organizational Management
Human Factors
Human Performance
IEEE Transactions on Engineering Management
International Journal of Selection and Assessment
Instructional Science
Journal of Applied Psychology
Journal of Applied Social Psychology
Journal of Asian Business Studies
Journal of Business Ethics
Journal of Business Research
Journal of Cognitive and Educational Psychology
Journal of Creative Behavior
Journal of Cross-Cultural Psychology
Journal of Experimental Psychology: Applied
Journal of Experimental Social Psychology
Journal of Management Studies
Journal of Military Psychology
Journal of Organizational Behavior
Journal of Personality and Social Psychology
Journal of Political and Military Psychology
Journal of Research in Personality
Journal of Social and Personal Relations
Journal of Strategy and Management
Learning and Individual Differences
Learning and Instruction
Organizational Behavior and Human Decision Processes
Organizational Science
Perceptual and Motor Skills
Personality and Social Psychology Bulletin
Personnel Psychology
Psychological Bulletin
Psychological Methods

R&D Management
Science
The Leadership Quarterly

Biographies:

Who's Who in the World
Who's Who in America
Who's Who Among Executives and Professionals
Who's Who in Science and Engineering
Who's Who in the South and Southeast
Who's Who in Medicine
Who's Who in Education
Men of Achievement