

Julie M. Slowiak, Ph.D.
Curriculum Vitae (01-12)

University of Minnesota Duluth
Department of Psychology
340-A Bohannon Hall
Duluth, MN 55812

P: (218) 726-7116
F: (218) 726-7186
E: jslowiak@d.umn.edu

EDUCATION

Ph.D. Western Michigan University, Kalamazoo, MI
Behavior Analysis (June 2008)

Area of Specialization: Organizational Behavior Management

Dissertation: *Self-Solicited Feedback: Effects of Hourly Pay and Individual Monetary Incentive Pay* (Advisor: Alyce M. Dickinson, Ph.D.)

M.A. Western Michigan University, Kalamazoo, MI
Industrial and Organizational Psychology (April 2006)

Thesis: *Reducing Wait Times in a Hospital Pharmacy to Promote Customer Service* (Advisor: Bradley E. Huitema, Ph.D.)

B.A. University of Wisconsin–Eau Claire, Eau Claire, WI
Psychology and Organizational Communication (December 2003)

Area of Concentration: Behavior Analysis
Graduated with Honors: Summa Cum Laude
Advisor: Allen H. Keniston, Ph.D.

CURRENT POSITION

August 2008-Present

Assistant Professor of Psychology
University of Minnesota Duluth

Courses Taught:

Applied Methods and Measurement
Behavior Analysis in the Workplace
Experimental Design and Methodology
Organizational Psychology
Personnel Psychology
Statistical Methods

Research Interests:

Pay systems and feedback solicitation
Employee performance monitoring
Employee preference for type/source of feedback
OBM and behavioral interventions in the workplace
Customer service promotion
Applied animal behavior and training

PREVIOUS ACADEMIC TEACHING EXPERIENCE

Aug 2006-Apr 2008 **Instructor of Record** (Undergraduate Courses)
Western Michigan University, Psychology Department

Courses Taught: Statistics for the Behavioral Sciences
Organizational Psychology for Non-Majors

Aug 2005-June 2008 **Graduate Teaching Assistant** (Graduate Courses)
Western Michigan University, Psychology Department

Courses Assisted: Experimental Design and Analysis I
Experimental Design and Analysis II
Correlation and Regression
Advanced Data Analysis

Jan 2002-May 2003 **Undergraduate Teaching Assistant**
UW-Eau Claire, Psychology Department

Courses Assisted: Physiological Psychology
Psychology of Learning

Jan 2002-May 2003 **Undergraduate Teaching Assistant**
UW-Eau Claire, Communication & Journalism Department

Courses Assisted: Organizational Communication Analysis
Research Methods

PREVIOUS ACADEMIC RESEARCH EXPERIENCE

Aug 2006-Apr 2007 **Research Assistant for Masters Thesis Research**
Western Michigan University, Psychology Department

Thesis Title: *The Effects of a Still Photo Computer Module With and Without Feedback on Ergonomic Behaviors* (Student Investigator: Rhiannon Fante).

Jan 2001-Dec 2006 **Research Assistant & Consultant**
University of Wisconsin-Eau Claire, Psychology Department

Exercise Prescription Research Project: Aided in the development of a research protocol; assisted in the implementation and coordination of the project; assisted with data entry and analysis; co-authored manuscript (Faculty Supervisor: Allen H. Keniston, Ph.D.).

Aug 2004-Dec 2004 **Research Assistant for Doctoral Dissertation Research**
Western Michigan University, Psychology Department

Dissertation: *The Effects of Individual Monetary Incentives with Individual Feedback and Group Monetary Incentives with Group Feedback on High Performance* (Student Investigator: Kathryn M. Culig).

Sept 2002-Dec 2003 **Research Assistant**
University of Wisconsin-Eau Claire, Psychology Department

Animal Laboratory: Assisted with the implementation of a closed economy research project with pigeons (Faculty Supervisor: Gregory J. Madden, Ph.D.).

Sept 2002-May 2003 **Independent Research**
University of Wisconsin-Eau Claire, Psychology Department

Extraversion Research: Designed a research proposal entitled, *The Relationship of Extraversion to Perceived Stress, Coping and Social Support Networks in College Students*; applied for and received grant support; implemented two studies to compare first and second-semester freshmen students (Faculty Supervisor: Marie Crothers, Ph.D.).

Jan 2003-May 2003 **Research Assistant**
University of Wisconsin-Eau Claire,
Communication & Journalism Department

Consulting Project: Assisted with the analysis and interpretation of data collected from employees at a nuclear energy plant and with the preparation of an executive report (Faculty Supervisor: W. Robert Sampson, Ph.D.).

Sept 2002-May 2003 **Independent Research**
University of Wisconsin-Eau Claire, Psychology Department

Children's Center Research: Researched literature related to improving teacher performance; surveyed teaching assistants' motivation for working at the Children's Center (Faculty Supervisor: Lori Bica, Ph.D.).

Sept 2002-Dec 2002 **Independent Study**
University of Wisconsin-Eau Claire, Psychology Department

Psychology in the Workplace: Read a textbook on Industrial/Organizational Psychology; met with a discussion group and researched literature on related I/O topics (Faculty Supervisor: Lori Bica, Ph.D.).

Sept 2002-Dec 2002

Research Project Coordinator

University of Wisconsin-Eau Claire,
Communication & Journalism Department

Organizational Communication Analysis course: Served as the primary contact with our client organization; coordinated the implementation of the research design; analyzed and interpreted data; gave professional presentation of results to management team of client organization (Faculty Supervisor: W. Robert Sampson, Ph.D.).

RELEVANT PROFESSIONAL EXPERIENCE

Feb 2005-June 2008

Healthcare Administrative Extern for Pharmacy

Bronson Methodist Hospital, Kalamazoo, MI

Outpatient Pharmacy Customer Service Project: Designed, proposed, and implemented two performance improvement interventions to reduce wait time in an outpatient pharmacy and increase customer satisfaction with wait time.

Other Professionally Relevant Projects:

- Collected, analyzed, and provided graphical feedback on wait time data for Outpatient Surgery prescriptions as part of the hospital's patient "delight" program.
- Trained employees computer software skills on Microsoft Word and Excel on an as-needed basis.
- Developed training materials/reference guides for Microsoft Word and Excel
- Aided in the implementation of an intervention to increase "double-checking" of filled prescriptions; collected and analyzed data.
- Created measurement forms and provided feedback on internal, processing errors and external medication errors.
- Created process maps of the prescription-intake and prescription-filling processes.

Jan 2006-June 2006

Consulting Systems and Competitive Market Analyst

Association for Behavior Analysis, Kalamazoo, MI

Advanced Systems Analysis (Course Project): Established how updates to the organization's website were completed; conducted a website analysis & competitive market analysis of membership services provided online; provided recommendations for improvement of organization's website and services provided to members.

Aug 2004-Dec 2004

Performance Measurement Analyst

Career and Student Employment Services (C&SES)
Western Michigan University, Kalamazoo, MI

Psychology of Work (Course Project): Developed an objective measurement system for Employment Assistants at WMU's C&SES; implemented the measurement system and collected data to assess three accuracy-related measures for the position's most essential job function of posting new employment opportunities; prepared documentation of results and presented results to the C&SES executive team.

Aug 2004-Aug 2005

Graduate Assistant, Career Events Coordinator

Career and Student Employment Services (C&SES)
Western Michigan University, Kalamazoo, MI

Career Events Responsibilities:

- Co-managed department sponsored events by working with a chairperson, publicity assistant, technology assistant, campus student organizations, other co-sponsors of the event, and suppliers.
- Implemented activities needed to coordinate events (e.g., document tasks and timelines, prepare mailings & publicity announcements), maintain registration and financial records, and evaluate event success.
- Developed event portfolios to document all aspects of each department sponsored event (Engineering Opportunity Day, Nursing Opportunity Day, Etiquette Dinner, Career Fair, and Teacher Placement Day).

June 2002-Dec 2006

Consultant/Research Assistant/Program Coordinator

Marshfield Clinic-Eau Claire Center, Eau Claire, WI

Telephone Customer Service Project: Designed, proposed, and implemented two performance improvement interventions for telephone customer service behaviors of 20 appointment coordinators in within the clinic.

Exercise Prescription Research (Research Assistant/Co-Investigator): Aided in the design and assisted in the implementation of an research project to assess factors affecting exercise adherence; assisted in data analysis and manuscript generation; assisted with the development of the accepted grant proposal from the Marshfield Clinic Research Foundation in the amount of \$30,000.00.

Tobacco-Free Education Program, *TAR WARS* (Local and State Coordinator the state of Wisconsin): Developed an education program presented to fourth- and fifth-grade students within a local tri-county area; recruited health care professionals and community members as presenters; solicited funding from businesses and organizations as program sponsors to develop an annual calendar with student posters from the program's poster contest; coordinated local and state poster contests, judging sessions, and award banquets.

Aug 2001-Dec 2003

Computer Software Trainer/SPSS Consultant

Bringing Instruction in Technology to Students (BITS)
University of Wisconsin – Eau Claire, Eau Claire, WI

Computer Software Trainer: Taught introductory and advanced workshops on various software applications; provided individualized, one-on-one training opportunities; taught workshops requested by faculty members at the university; developed new and revised old workshops and lesson plans.

SPSS Consultant: Offered SPSS workshops to faculty, staff, and students.

PROFESSIONAL CONFERENCE ATTENDANCE

Sept 2011	Minnesota Northland Association for Behavior Analysis Regional Conference
May 2011	37 th Annual Convention for the Association for Behavior Analysis
Apr 2011	9th annual Twin Ports Undergraduate Psychology Conference
Sept 2010	Minnesota Northland Association for Behavior Analysis Regional Conference
May 2010	36 th Annual Convention for the Association for Behavior Analysis
Apr 2010	8th annual Twin Ports Undergraduate Psychology Conference
Sept 2009	Minnesota Northland Association for Behavior Analysis Regional Conference
Apr 2009	7th annual Twin Ports Undergraduate Psychology Conference
Feb 2009	12 th Bi-Annual Organizational Behavior Management Conference
May 2008	34 th Annual Convention for the Association for Behavior Analysis
Feb 2008	5 th Annual Behavior Analysis Research Conference (WMU)
May 2007	33 rd Annual Convention for the Association for Behavior Analysis
Apr 2007	Graduate Student Research and Creative Activities Day (WMU)
Feb 2007	4 th Annual Behavior Analysis Research Conference (WMU)
Jan 2007	11 th Bi-Annual Organizational Behavior Management Conference
May 2006	32 nd Annual Convention for the Association for Behavior Analysis
Feb 2006	3 rd Annual Behavior Analysis Research Conference (WMU)

- May 2005** 31st Annual Convention for the Association for Behavior Analysis
- Apr 2005** 2nd Annual Behavior Analysis Research Conference (WMU)
- Jan 2005** 10th Bi-Annual Organizational Behavior Management Conference
- May 2004** 30th Annual Convention for the Association for Behavior Analysis
- Oct 2003** Mid-American Association for Behavior Analysis Convention
- May 2003** 29th Annual Convention for the Association for Behavior Analysis
- Oct 2002** Mid-American Association for Behavior Analysis Convention
- May 2002** 28th Annual Convention for the Association for Behavior Analysis
- May 2002** Midwestern Psychological Association Annual Meetings
- Oct 2001** Mid-America Conference for Teachers of Psychology, *MACTOP*
- May 2001** Midwestern Psychological Association Annual Meeting

PROFESSIONAL DEVELOPMENT

- Jan 2010** *UMD Technology Camp 13*
 Attended and completed this 7-day course offered by UMD's ITSS department; obtained the knowledge and skills necessary to develop a online courses and integrate technology tools into courses taught face-to-face.
- July 2009** *Applications of Performance Management Technology*
 Attended and completed this 5-day practicum workshop series coordinated by Aubrey Daniels International (ADI), a management consulting organization in Atlanta, GA.
- Fall 2008** *Early Career Faculty Series on Teaching and Learning*
 Attended and completed this six 2-hour session workshop series offered by UMD's Instructional Development Service (IDS) department.

MANUSCRIPTS PUBLISHED

- Slowiak, J. M., Dickinson, A. M., & Huitema, B. E. (2011) Self-solicited feedback: Effects of hourly pay and individual monetary incentive pay. *Journal of Organizational Behavior Management*, 31(1), 3-20.

Slowiak, J. M., Huitema, B. E., & Dickinson, A. M. (2008). Reducing wait time in a hospital pharmacy to promote customer service. *Quality Management in Health Care*, 17(2), 112-127.

Shepich, J., Slowiak, J. M., & Keniston, A. (2007). Do subsidization and monitoring enhance adherence to prescribed exercise? *American Journal of Health Promotion*, 22(1), 2-5.

Slowiak, J. M., Madden, G. J., & Mathews, R. (2005). The effects of a combined task clarification, goal setting, feedback, and incentive intervention package to improve telephone customer service in a medical clinic environment. *Journal of Organizational Behavior Management*, 25(4), 15-35.

MANUSCRIPT SUBMITTED

Slowiak, J. M., & Nuetzman, A. (2011). The impact of goals and pay on feedback solicitation. Manuscript submitted for publication and currently under revision.

MANUSCRIPTS IN PREPARATION

Slowiak, J. M. *Increasing the value of performance feedback to promote feedback solicitation.*

Slowiak, J. M., & Beck, G. *Goal setting in organizational settings: An objective review and analysis (1985 – 2007).*

Slowiak, J. M. *Improving telephone customer service behaviors in a medical clinic setting: A follow-up study.*

Slowiak, J. M., & Huitema, B. H. *Reducing wait times to promote customer service: A follow-up study.*

Slowiak, J. M., & Fante-Konwinski, R. M. *Building the case for the publication of nonsignificant research findings.*

Fante-Konwinski, R. M., & Slowiak, J. M. *A review of assessment procedures used in organizational behavior management.*

PROFESSIONAL PRESENTATIONS

Paper presentations

Slowiak, J. M. (2011, May). Increasing the value of performance feedback to promote feedback solicitation. Presented at the Thirty-Seventh Annual Convention for the Association for Behavior Analysis, Denver, CO.

Slowiak, J. M., & Nuetzman, A. R. (2010, May). The impact of an assigned goal and pay on feedback solicitation. Presented at the Thirty-Sixth Annual Convention for the Association for Behavior Analysis, San Antonio, TX.

- Slowiak, J. M., Dickinson, A. M., & Huitema, B. H. (2008, May). Self-solicited feedback: Effects of hourly pay and individual monetary incentive pay. Presented at the Thirty-Fourth Annual Convention for the Association for Behavior Analysis, Chicago.
- Slowiak, J. M., Dickinson, A. M., & Huitema, B. H. (2008, February). Self-solicited feedback: Effects of hourly pay and individual monetary incentive pay. Presented at the 5th Annual Behavior Analysis Research Conference, Western Michigan University, Kalamazoo, MI.
- Slowiak, J. M., & Madden, G. J. (2007, May). Improving telephone customer service behaviors in a medical clinic setting: A follow-up study. Presented at the Thirty-Third Annual Convention for the Association for Behavior Analysis, San Diego.
- Slowiak, J. M., Huitema, B. H., & Dickinson, A. M. (2007, February). Reducing wait times in a hospital pharmacy to promote customer service. Presented at the 4th Annual Behavior Analysis Research Conference, Western Michigan University, Kalamazoo, MI.
- Slowiak, J. M., & Huitema, B. H. (2006, May). Reducing wait times in a hospital pharmacy to promote customer service. Presented at the Thirty-Second Annual Convention for the Association for Behavior Analysis, Atlanta.

Poster presentations

- Anthony, L., Eiden, S., Fursman, P., Nuetzman, A., & Slowiak, J. M. (2010). Assessment of customer service and customer satisfaction. Presented at the 8th Annual Twin Ports Undergraduate Psychology Conference, University of Wisconsin – Superior, Superior, WI.
- Slowiak, J. M., & Dickinson, A. M. (2009, February). Self-solicited feedback: Effects of hourly and individual monetary incentive pay. Presented at the 12th Bi-Annual Organizational Behavior Management/OBM Network Conference, Cocoa Beach, FL.
- Slowiak, J. M., Huitema, B. H., & Dickinson, A. M. (2007, April). Reducing wait times in a hospital pharmacy to promote customer service. Presented at the 1st Annual Graduate Student Research and Creative Activities Day, Western Michigan University, Kalamazoo, MI.
- Slowiak, J. M., & Huitema, B. H. (2007, January). Reducing wait times in a hospital pharmacy to promote customer service. Presented at the 11th Bi-Annual Organizational Behavior Management/OBM Network Conference, Sarasota, FL.
- Slowiak, J. M., & Madden, G. J. (2005, May). The effects of a multi-component intervention package to improve telephone customer service in a Mid-Western medical clinic. Presented at the Thirtieth Annual Convention for the Association for Behavior Analysis, Chicago.

- Slowiak, J. M., & Madden, G. J. (2005, January). The effects of a multi-component intervention package to improve telephone customer service in a Mid-Western medical clinic. Presented at the 10th Bi-Annual Organizational Behavior Management/OBM Network Conference, Sarasota, FL.
- Slowiak, J.M., & Madden, G. J. (2004, May). The effects of a combined task clarification, goal setting, feedback, and incentive intervention package to improve telephone customer service in a medical clinic environment. Presented at the Twenty-ninth Annual Convention for the Association for Behavior Analysis, Boston.
- Slowiak, J.M., Paul, M. K., Lagorio, C. H., & Madden, G. J. (2004, May). Do retirees (retired breeding male pigeons) at a “slot machine” conform to the predictions of unit price? Presented at the Twenty-ninth Annual Convention for the Association for Behavior Analysis, Boston.
- Slowiak, J.M., & Madden, G. J. (2003, October). The effects of a combined task clarification, goal setting, feedback, and incentive intervention package to improve telephone customer service in a medical clinic environment. Presented at the 2003 Mid-American Association for Behavior Analysis, Milwaukee, WI.
- Slowiak, J.M., Paul, M. K., Lagorio, C. H., & Madden, G. J. (2003, October). Do retirees (retired breeding male pigeons) at a “slot machine” conform to the predictions of unit price? Presented at the 2003 Mid-American Association for Behavior Analysis, Milwaukee, WI.
- Lagorio, C. H., Slowiak, J. M., & Madden, G. J. (2003, May). Effects of handling costs on pigeons' preferences between equivalent unit prices. Presented at the Twenty-eighth Annual Convention for the Association for Behavior Analysis, San Francisco.
- Lagorio, C. H., Slowiak, J. M., & Madden, G. J. (2003, April). Effects of handling costs on pigeons' preferences between equivalent unit prices. Presented at the Fifth Annual University of Wisconsin System Symposium for Undergraduate Research and Creative Activity, Eau Claire, WI.
- Slowiak, J. M. (2003, April). The relationship of extraversion to perceived stress, coping, and social support networks in college students. Presented at the Fifth Annual University of Wisconsin System Symposium for Undergraduate Research and Creative Activity, Eau Claire, WI.
- Lagorio, C. H., Slowiak, J. M., & Madden, G. J. (2003, April). Effects of handling costs on pigeons' preferences between equivalent unit prices. Presented at the Eleventh Annual University of Wisconsin Eau Claire Student Research Day, Eau Claire, WI.
- Slowiak, J. M. (2003, April). The relationship of extraversion to perceived stress, coping, and social support networks in college students. Presented at the Eleventh Annual University of Wisconsin Eau Claire Student Research Day, Eau Claire, WI.

- Slowiak, J. M., & Bear, A. A. (2002, May). Litter on college campuses: environmental concern, attitudes, and reasons for smoking and non-smoking college students. Presented at the Midwestern Psychological Association Seventy-Fourth Annual Meeting, Chicago, IL.
- Slowiak, J. M., & Bear, A. A. (2002, April). Litter on college campuses: environmental concern, attitudes, and reasons for smoking and non-smoking college students. Presented at the Tenth Annual University of Wisconsin Eau Claire Student Research Day, Eau Claire, WI.
- Slowiak, J. M., & Bear, A. A. (2001, May). Litter butts: A look at the relationship among smokers' gender, social environment & cigarette disposal. Presented at the Midwestern Psychological Association Seventy-Third Annual Meeting, Chicago, IL.
- Slowiak, J. M., & Bear, A. A. (2001, April). Litter butts: A look at the relationship among smokers' gender, social environment & cigarette disposal. Presented at the Third Annual University of Wisconsin System Symposium for Undergraduate Research and Creative Activity, Eau Claire, WI.
- Slowiak, J. M., & Bear, A. A. (2001, April). Litter butts: A look at the relationship among smokers' gender, social environment & cigarette disposal. Presented at the Ninth Annual University of Wisconsin Eau Claire Student Research Day, Eau Claire, WI.

Invited Presentations/Symposia

- Johnson, D. A., & Slowiak, J. M. (2011, September). Out of the lab and into employee training: The application of instructional lessons to the training process. Invited presentation at the Minnesota Northland Association for Behavior Analysis, St. Cloud, MN.
- Slowiak, J. M., & Johnson, D. A. (2011, September). Out of employee training and into the daily grind: The application of OBM to supporting everyday workplace behavior. Invited presentation at the Minnesota Northland Association for Behavior Analysis, St. Cloud, MN.
- Slowiak, J. M. (2010, September). Performance management: Examining factors that promote feedback-seeking behavior. Minnesota Northland Association for Behavior Analysis Regional Conference, Minneapolis, MN.
- Anthony, L., Eiden, S., Fursman, P., Nuetzman, A., & Slowiak, J. M. (2010, May). Assessment of customer service and customer satisfaction. Presented to the Duluth Area Chamber of Commerce, Duluth, MN.
- Slowiak, J. M. (2001, May). Creative student presentation. Symposium conducted at the Midwestern Psychological Association Seventy-Third Annual Meeting, Chicago, IL.
- Keniston, A. H., & Slowiak, J. M. (2001, October). Faculty/student collaborative research. Symposium conducted at the Eighteenth Annual Mid-America Conference for Teachers of Psychology, Evansville, IN.

GRANTS AND SCHOLARSHIPS AWARDED

University of Minnesota, Grant-in-Aid of Research, Artistry & Scholarship

Application submitted in September 2011 for research funds to support my line of research titled, *The Effects of Computer Monitoring, Feedback Medium, and Goals on Work Performance, Feedback Seeking, Job Satisfaction, and Stress*. Funding received in the amount of \$30,641.00.

University of Minnesota Duluth, Chancellor's Faculty Small Grant

Application submitted in October 2011 for funds to support the growth, interests, and activities of students in the Behavioral Applications Regarding Canines (BARC) program. Funding received in the amount of \$1,000.00.

University of Minnesota Duluth, Special Faculty Development Funds for CEHSP

Application submitted in November 2010 for research funds to aid the process of course preparation and curriculum development for an online section of PSY 3020: Statistical Methods. Funding received in the amount of \$400.00.

University of Minnesota Duluth, CEHSP

Proposal submitted in February 2010 for research funds to support research entitled, *Increasing the Value of Performance Feedback to Promote Feedback Solicitation*. Funding received in the amount of \$4,500.00.

University of Minnesota Duluth, Chancellor's Faculty Small Grant

Application submitted in January 2010 for funds to support the growth, interests, and activities of students in the Industrial/Organizational Psychology Club. Funding received in the amount of \$750.00.

University of Minnesota Duluth, Tech Camp 13

Application submitted in November 2009 to participate in Tech Camp 13 (January 2010) in order to learn how to teach online, enhance instructional design, and use educational technology tools. Awarded 20 hours of student assistance and funding in the amount of \$2,000.00.

University of Minnesota Duluth, CEHSP Technology Proposal

Application submitted in September 2009 for the technology funds to purchase Large Format Printer, along with associated printer and peripheral supplies to allow printing of professional-size research posters for students and faculty of the Psychology Department. Funding received in the amount of \$4,273.00.

University of Minnesota Duluth, Chancellor's Faculty Small Grant

Application submitted in January 2009 for the funds to support a student-faculty collaborative research project entitled, *Assessment of Customer Service and Customer Satisfaction*. Funding received in the amount of \$500.00.

University of Minnesota Duluth, OVPR Special Research Funding 08-09

Application submitted in September 2008 for the research funds to support research entitled, *The Impact of Evaluation and Pay Conditions on Feedback Solicitation in the Workplace*. Funding received in the amount of \$8,770.00.

University of Minnesota Duluth, CEHSP Technology Proposal

Assisted with application submitted in September 2008 for the technology funds to purchase desktop computers and appropriate peripheral devices for the Psychology Department's new multi-purpose lab. Funding received in the amount of \$15,400.00.

Western Michigan University, Graduate College

Application submitted in March 2008 for the Graduate Student Travel Fund to support travel to the 34th Annual Convention for the Association for Behavior Analysis in Chicago, IL, in May 2008 for presentation of dissertation research entitled, "Self-Solicited Feedback: Effects of Hourly Pay and Individual Monetary Incentive Pay." Funding received in the amount of \$600.00.

Western Michigan University, Graduate College

Application submitted in September 2007 for the Graduate Student Research Fund to support dissertation research entitled, "Self-Solicited Feedback: Effects of Hourly Pay and Individual Monetary Incentive Pay." Funding received in the amount of \$1,000.00.

Western Michigan University, College of Arts & Sciences and Psychology Department

Application submitted in May 2007 for funding to support travel to the 33rd Annual Convention for the Association for Behavior Analysis in San Diego, CA, in May 2007 for presentation of research entitled, "Improving telephone customer service behaviors in a medical clinic setting: A follow-up study." Funding received in the amount of \$600.00.

Western Michigan University, Graduate College

Application submitted in March 2006 for the Graduate Student Travel Fund to support travel to the 32nd Annual Convention for the Association for Behavior Analysis in Atlanta, GA, in May 2006 for presentation of thesis research entitled, "Reducing Wait Times in a Hospital Pharmacy to Promote Customer Service." Funding received in the amount of \$600.00.

Western Michigan University, Brosnan Memorial Scholarship

Application submitted in April 2005; Scholarship awarded in the amount of \$2000.00.

University of Wisconsin – Eau Claire, Office of Research and Sponsored Programs

Small research grant proposal submitted January 29, 2003, entitled “Extraversion, Perceived Stress, Coping, and Social Support Networks in College Students.” Funding received in the amount of \$500.00.

University of Wisconsin – Eau Claire, Office of Research and Sponsored Programs

Small research grant proposal submitted August 19, 2003, entitled “Extraversion, Perceived Stress, Coping, and Social Support Networks in College Students.” Funding received in the amount of \$340.00.

GRANTS SUBMITTED

University of Minnesota Duluth, CEHSP Technology Proposal

Application submitted in September 2008 for the technology funds to purchase a large format printer for the Psychology Department. Not Funded.

PROFESSIONAL ACTIVITIES

2008-Present Board of Editors, *Journal of Organizational Behavior Management*

2007-2008 Guest Reviewer, *Journal of Organizational Behavior Management*

PROFESSIONAL AFFILIATIONS

Association for Behavior Analysis

Association for Psychological Science

Mid-American Association for Behavior Analysis

Minnesota Northland Association for Behavior Analysis
Northern Minnesota Liaison, September 2011 – present

OBM Network
Membership Coordinator, June 2005 – June 2008

Society for Industrial and Organizational Psychology

SERVICE

Department

FA 2011	Provided Input to Internship Task Force
SU 2011	Faculty Multi-Hire Search Committee
Feb 2011	Review Committee for Contract Faculty
SP 2010	Faculty Search Committee for two Tenure-Track Positions
2008-Present	Industrial/Organizational Psychology Club, Co-Advisor
2008-Present	M.A. Psychology Graduate Program Committee, Member

College

2010-Present	CEHSP Technology Council, Faculty Representative for Psychology
2009-Present	CEHSP Senate Executive Council, Faculty Representative for Psychology (<i>Chair: 2010-Present</i>)

Department/Community

SU 2011-present	Behavioral Applications Regarding Canines (BARC), Advisor
-----------------	---

REFERENCES

Alyce M. Dickinson, Ph.D.
Department of Psychology
Western Michigan University
3700 Wood Hall
Kalamazoo, MI 49008-5439
P: (269) 387-4473
E: alyce.dickinson@wmich.edu

Randall A. Gordon, Ph.D.
Department of Psychology
University of Minnesota Duluth
1207 Ordean Ct, 320 Bohannon Hall
Duluth, MN 55812-3010
P: (218) 726-7961
E: rgordon1@d.umn.edu

Bradley E. Huitema, Ph.D.
Department of Psychology
Western Michigan University
3700 Wood Hall
Kalamazoo, MI 49008-5439
P: (269) 387-4476
E: brad.huitema@wmich.edu

Fay Maas, Ph.D.
Department of Psychology
University of Minnesota Duluth
1207 Ordean Ct, 320 Bohannon Hall
Duluth, MN 55812-3010
P: (218) 726-8338
E: fmaas@d.umn.edu

Heather M. McGee, Ph.D.
Department of Psychology
Western Michigan University
3700 Wood Hall
Kalamazoo, MI 49008-5439
P: (269) 387-4424
E: heather.mcgee@wmich.edu