

VITAE

Barbara A. Fritzsche, PhD

Department of Psychology
University of Central Florida
PO Box 161390
Orlando, FL 32816-1390
(407) 823-0674
barbara.fritzsche@ucf.edu

EDUCATIONAL BACKGROUND

- 1993 PhD in Industrial/Organizational Psychology, University of South Florida, Tampa, FL
- 1991 Internship, Psychological Assessment Resources, Inc., Lutz, FL
- 1991 MA in Psychology, University of South Florida, Tampa, FL
- 1988 BS in Psychology with High Honors, Valparaiso University, Valparaiso, IN

PROFESSIONAL EXPERIENCE

- 2024-present Associate Professor, Department of Psychology
University of Central Florida
Orlando, FL
- 2018-2024 Associate Dean, College of Graduate Studies
University of Central Florida
Orlando, FL
- 2017-2018 Director, MS Program in Industrial and Organizational Psychology
University of Central Florida
Orlando, FL
- 2016-2017 Associate Chair, Department of Psychology and
Director, MS Program in Industrial and Organizational Psychology
University of Central Florida
Orlando, FL
- 2015-2016 Associate Chair, Department of Psychology

University of Central Florida
Orlando, FL

2010-2015 Director, MS Program in Industrial and Organizational Psychology
University of Central Florida
Orlando, FL

2012-2014 Adjunct Faculty, Stetson University
Executive MBA Program
Celebration, FL

Organizational Theory and Behavior (MGT 519) Instructor for
Executive MBA students

2009-2013 External Consultant, Alignmark Corporation
Orlando, FL

Assessor for managerial assessment center at a Fortune 500
corporation

2003-2008 Director, PhD Program in Industrial and Organizational Psychology
University of Central Florida
Orlando, FL

2002-present Associate Professor
University of Central Florida
Orlando, FL

1996-2002 Assistant Professor
University of Central Florida
Orlando, FL

1995-1996 Visiting Assistant Professor
University of North Florida
Jacksonville, FL

1993-1995 Project Director
Psychological Assessment Resources, Inc.
Lutz, FL

1988-1993 Graduate Research Assistant, Graduate Teaching Assistant,
Instructor
University of South Florida

Tampa, FL

1991 Graduate Intern
Psychological Assessment Resources, Inc.
Lutz, FL

AWARDS AND HONORS

- 2015 Recipient of the Top Poster Award at SIOP for: Sanz, E., & Fritzsche, B.(2015, April). Stereotype threat and concealable stigmas: The case of sexual minorities. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 2014 Recipient of a Best Paper Award at AoM for: Marcus, J., & Fritzsche, B. A. (2014, August). One size doesn't fit all: Toward a theory on the intersectional salience of ageism at work. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- 2013 Recipient of the College of Sciences Award for Excellence in Graduate Teaching.
- 2005 Recipient of the UCF Scholarship of Teaching and Learning Award for excellence in research on teaching and learning.
- 2003 Recipient of the UCF Teaching Incentive Program Award for teaching excellence.

STUDENT AWARDS

These are professional awards that students have received under my supervision.

- 2021 Alissa Gebben, recipient of the James L. Outtz Grant for Student Research on Diversity
- 2014 Carly Tucker, recipient of the UCF Honors in the Major Scholarship
- 2012 Dorey Chaffee, recipient of the UCF Honors in the Major Scholarship

2012	Nicholas Smith, recipient of the UCF Honors in the Major Scholarship
2010	Justin Marcus, recipient of the College of Sciences Award for Excellence in Graduate Student Teaching
2005	Renee DeRouin, recipient of The APA/APAGS Award for Distinguished Professional Contribution by a Graduate Student
2004	Renee DeRouin, recipient of the Robert J. Wherry best graduate student paper award by the Society for Industrial and Organizational Psychology
2004	Renee DeRouin, recipient of the I/ITSEC Scholarship for \$10,000
2003	Kara Hickson, recipient of the Lyman Porter best graduate student paper award by the Academy of Management
1999	Kristen Gorman, recipient of the 2 nd place award in the CEPO Undergraduate research competition at SEPA

GRANTS AND CONTRACTS

Co-Principal Investigator (with John Weishampel, PI and Nick Whitten, Co-PI). *Broadening Participation in STEM Graduate Degrees.* Council of Graduate Schools/National Science Foundation, \$75,000.

Principal Investigator (with Karen Mottarella and Kristin Horan, Co-PIs). *Ready, Set, Learn What You Need for Work! A Developmental Assessment Center for Psychology Majors.* Quality Enhancement Program Continuing Funding Award. \$7,440.

Principal Investigator. *The Cultural Anchors of Workplace Age Discrimination: Testing a Multilevel Framework.* National Science Foundation, \$275,338 --not funded.

Principal Investigator (with Karen Mottarella, Co-PI). *Ready, Set, Learn What You Need for Work! A Developmental Assessment Center for Psychology Majors.* Quality Enhancement Program Grant.

\$10,000.

Co-Principal Investigator (with Varadraj Gurupur, PI, and Bernardo Ramirez, co-PI).
Collaborative Research: STEM Analysis and Learning Tool (SALT): Assisting and Guiding Future Generations in STEM Fields. National Science Foundation,
\$1,730,713.00 –not funded.

Foreign Researcher (with Justin Marcus, PI). Project Title: *The Old Wolf and the Lamb: An Examination of the work Outcomes & Experiences of Older Turkish Workers.*
TUBITAK 3501
\$125,000

Principal Investigator. Project Title: *Ageism in the Workplace.* Learning Institute for Elders (LIFE@UCF) Competitive Awards Program.
\$1,100.

Principal Investigator (with Richard Gilson, Co-PI). Project Title: *Empirical Support for the Instructional Quality Evaluation Tool* Jardon and Howard Technologies, Inc.
\$65,346

Research Associate (Eduardo Salas, PI). Project Title: *Developing, testing and validating instructional models for distributed learning systems.* STRICOM
\$176,942

Co-Principal Investigator (with Karen E. Mottarella). Project Title: *The Nature of the Academic Advising Relationship: Core Relational Elements that Produce Student Satisfaction.* National Academic Advising Association National Awards Program for Academic Advising
\$2958

Co-Principal Investigator (with Beth Rapp Young). Project Title: *The Relationship between Individual Differences in Procrastination, Peer Feedback, and Student Writing Success.* 2000 National Writing Center Association Grant
\$750

Co-Principal Investigator (with Beth Rapp Young). Project Title: *The Relationship between Individual Differences in Procrastination, Peer Feedback, and Student Writing Success.* 1999-2000 UCF In-House Research Grant.
\$3,205

Co-Principal Investigator (with Shelley Park and Joan Morris). Project Title: *Central Florida Women and Girls: Looking Back, Moving Forward*. 1999 Central Florida Women's Resource Center Grant
\$10,000

Principal Investigator. Project Title: *Holland's Theory as a Framework for Understanding the Relationship between Personality and Performance*. Psychological Assessment Resources, Inc. Materials Grant.
\$7,200

Research Associate (Stephen Golant, PI). Project Title: *Older Worker's Report: Older, Capable, and Wanting to Work*. 1996-1997 State of Florida Department of Education Grant
\$2,000

Co-Principal Investigator (with Stacey T. Dunn). Project Title: A Longitudinal Measurement of Skill Development. 1996 Naval Air Warfare Center: Training Systems Division Contract
\$7,000

Harvey Wilson/SHRM Foundation. Project Title: *The Effects of Using Behavioral Checklists on the Predictive and Construct Validity of Assessment Center Ratings*
1992 Doctoral Dissertation Research Grant. Society for Human Resource Management Foundation
\$2,500

JOURNAL ARTICLES AND BOOK CHAPTERS

In Preparation or Under Review

Holden, C. & Fritzsche, B. A. (in preparation). Financial Scarcity and Increased Mistakes at Work among Early Career Professionals.

Marcus, J., Fritzsche, B. A., Sevgili, F., & Fleurimond, F. (in preparation). Understanding the Work Lives of Older Turkish Workers: A Cross-Cultural Qualitative Comparison

Neal, A. & Fritzsche, B. A. (in preparation). Patterns of Precarity Among Older Workers: A Latent Profile Approach.

In Press or Published

- Cui, C., & Fritzsche, B. A. (2022). Looking for Ageism: Evidence in Past Studies and Methodological Steps Forward. *Work, Aging and Retirement, 8(4)*, 365-367.
- Baz, G., & Fritzsche, B. A. (2021). Pursuing eternal youth: The side effects of age-defying practices in business. *Organizational Dynamics, 50(4)*, 100797.
- Reeves, M. D., Fritzsche, B. A., Marcus, J., Smith, N. A., & Ng, Y. L. (2021). "Beware the young doctor and the old barber": Development and validation of a job age-type spectrum. *Journal of Vocational Behavior, 129*, 103616.
- Mottarella, K., Fritzsche, B., Turner, D., & Whitten, S. (2021). Validity of The Party Exercise for Determining Holland Codes. *The Career Development Quarterly, 69(1)*, 84-91.
- Glerum, D. R., Joseph, D. L., McKenny, A. F., & Fritzsche, B. A. (2021). The trainer matters: Cross-classified models of trainee reactions. *Journal of Applied Psychology, 106(2)*, 281-299.
- Fritzsche, B. A. & Murray, L. I. (2021). Empowerment through employment: Job satisfaction theories and research. In D. R. Strauser (Ed.), *Career Development, Employment and Disability in Rehabilitation: From Theory to Practice (2nd Ed.)*. New York, Springer.
- Sachau, D. A., & Fritzsche, B. A. (2020). Issues Faced by Faculty in an Industrial and Organizational Master's Program. In E. L. Shoenfelt's (Ed.), *Mastering Industrial-Organizational Psychology: Training Issues for Master's Level IO Psychologists*, SIOP Professional Practice Series. New York: Oxford University Press.
- Marcus, J., Kahraman, F., Su, S., & Fritzsche, B. A. (2019). Capturing intranational cultural variation in international business research: Microsocietal differences in collectivism across Turkey. *Journal of World Business, 54(6)*, 101020.
- Marcus, J., Fritzsche, B. A., & Ng, Y. L. (2019). On the interactive effects of objective and subjective age on work outcomes for men and women. *Work, Aging and Retirement, 5(4)*, 287-306.
- Jensen, B. J., & Fritzsche, B. A. (2019). Novel Approaches to Exercise Consulting. In E. Labbé & S. Petruzzello's (Eds.), *APA Handbook of Sport and Exercise Psychology, Vol. 2*. Washington, D. C., American Psychological Association.

- Fritzsche, B. A., & Baz, G. (2017). Leader-Member Relations in an Aging Workplace. In T. A. Scandura & E. Mourino (Eds.), *Leading Diversity in the 21st Century*. Scottsdale, AZ: Information Age Publishing.
- Marcus, J., Fritzsche, B. A., Le, H., & Reeves, M. D. (2016). Validation of the Work-related, Age-based Stereotypes (WAS) Scale. *Journal of Managerial Psychology*, 31, 989-1004.
- Marcus, J., & Fritzsche, B. A. (2016). The Cultural Anchors of Age-Based Discrimination in the Workplace: A Multilevel Framework. *Work, Aging, and Retirement*, 2, 217-229.
- Fritzsche, B. A., & Nathan, A. (2016). Stereotype Threat. *The SAGE Encyclopedia of Industrial and Organizational Psychology*, Second Edition. Thousand Oaks, CA: Sage.
- Dipboye, R., L., Fritzsche, B., & Dhanani, L. (2016). Discrimination in the workplace and employee health. In C. L. Cooper & R. J. Burke (Eds.), *The Fulfilling Workplace: The Organization's Role in Achieving Individual and Organizational Health* (pp. 227-244). *Routledge*.
- Fritzsche, B. A., & Dhanani, L. Y. (2015). Organizational performance and diversity. *The Wiley-Blackwell Encyclopedia of Race, Ethnicity, and Nationalism*. Hoboken, NY: Wiley.
- Marcus, J., & Fritzsche, B. A. (2015). One size doesn't fit all: Toward a theory on the intersectional salience of ageism at work. *Organizational Psychology Review*, 5, 168-188.
- Fritzsche, B. A., Dhanani, L. Y., & Spencer, J. M. (2014). Empowerment through employment: Job satisfaction theories and research. In D. R. Strauser (Ed.), *Career Development, Employment and Disability in Rehabilitation: From Theory to Practice*. New York, Springer.
- Marcus, J., & Fritzsche, B. A. (2014). One too many categories: An experimental test on the effectiveness of a dual-identity recategorization intervention on age-based bias. *Current Psychology*, 33, 578-599.

- Xavier, L., Fritzsche, B., Sanz, E., & Smith N. (2014). Stereotype threat: How does it measure up?" *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 438-447.
- Fritzsche, B. A., & Marcus, J. (2013). The senior discount: Biases against older career changers. *Journal of Applied Social Psychology*, 43, 350-362.
- Rosen, M. A., Bedwell, W., Wildman, J., Fritzsche, B., Salas, E., & Burke, C. S. (2011). Managing adaptive performance in teams: Guiding principles and behavioral markers for measurement. *Human Resource Management Review*, 21, 107-122.
- Ross, K. G., Thornson, C. A., McDonald, D. P., Fritzsche, B. A., & Le, H. (2010). *Development of the Cross-Cultural Competence Inventory (3CI)*. In D. Schmorrow & D. Nicholson (Eds.), *Advances in Cross-Cultural Decision Making*. Boca Raton, FL: Taylor & Francis Group.
- Fritzsche, B. A., DeRouin, R. E., & Salas, E. (2009). The effects of stereotype threat and pacing on older adults' learning outcomes. *Journal of Applied Social Psychology*, 39, 2737-2755.
- Mottarella, K. E., Fritzsche, B. A., Whitten, S. N., & Bedsole, D. (2009). Exploration of "good mother" stereotypes in the college environment. *Sex Roles*, 60, 223-231.
- Fernandez, V., & Fritzsche, B. A. (2007). Hispanic preferences in organizational recruiting ads. In D. J. Svyantek & E. McChrystal (Eds.), *Refining Familiar Constructs: Alternative Views in OB, HR, and I/O*. USA: Information Age Publishing.
- Fritzsche, B. A., Stagl, K. C., Salas, E., & Burke, C. S. (2006). Enhancing the Design, Delivery and Evaluation of Scenario Based Training: Can SJTs Contribute? In J. A. Weekley & R. E. Ployhart (Eds.), *Situational Judgment Tests*. Mahwah, NJ: Lawrence Erlbaum Associates.
- DeRouin, R. E., Fritzsche, B. A., & Salas, E. (2005). E-learning in organizations: A review, its effectiveness, and research needs. *Journal of Management*, 31, 920-940.
- DeRouin, R. E., Fritzsche, B. A., & Salas E. (2005). Learner control and workplace e-learning: A review. In J. J. Martocchio (Ed.), *Research in Personnel and Human Resource Management: Vol. 24*. (pp. 181-214). Amsterdam: Elsevier.
- Fritzsche, B. A., & Parrish, T. J. (2005). Theories and research on job satisfaction. In S. D. Brown & R. W. Lent (Eds.) *Career Development and Counseling: Putting*

Theory and Research to Work. Hoboken, NJ: Wiley.

- DeRouin, R. E., Fritzsche, B. A., & Salas, E. (2004). Optimizing E-learning: Research-based guidelines for learner-controlled training. *Human Resource Management, 43*, 147-162.
- Mottarella, K. E., Fritzsche, B. A., & Cerabino, K. C. (2004). What do students really want in their advising? A policy capturing study. *National Academic Advising Association Journal, 24*, 48-61.
- Mottarella, K. E., Fritzsche, B. A., & Parrish, T. J. (2004). Who learns more? Achievement scores following web-based versus classroom instruction in psychology courses. *Psychology of Learning and Teaching, 4*, 50-53.
- Fritzsche, B. A., Young, B. R., & Hickson, K. C. (2003). Individual differences in academic procrastination tendency and writing success. *Personality and Individual Differences, 35*, 1549-1557.
- Young, B. R., & Fritzsche, B. A. (2002). Writing center users procrastinate less: The relationship between individual differences in procrastination, peer feedback, and student writing success. *The Writing Center Journal, 23*, 45-58.
- Gorman, K. A., & Fritzsche, B. A. (2002). The 'good mother' stereotype: Stay at home (or wish that you did)! *Journal of Applied Social Psychology, 32*, 2190-2201.
- Fritzsche, B. A., & Brannick, M. T. (2002). Representative design in judgment tasks: The case of resume screening. *Journal of Occupational and Organizational Psychology, 75*, 163-169.
- Fritzsche, B. A., McIntire, S. A., & Powell Yost, A. (2002). Holland type as a moderator of personality-performance predictions. *Journal of Vocational Behavior, 60*, 422-436.
- Mottarella, K. J., Philpot, C., & Fritzsche, B. A. (2001). Don't take out this appendix! Generalizability of the Global Assessment of Relational Functioning Scale. *American Journal of Family Therapy, 29*, 271-278.
- Reid-Seiser, H. L., & Fritzsche, B. A. (2001). The usefulness of the NEO PI-R Positive Presentation Management Scale for detecting response distortion in employment contexts. *Personality and Individual Differences, 31*, 639-650.
- Fritzsche, B. A., Finkelstein, M. A., & Penner, L. A. (2000). To help or not to help: Capturing individuals' decision policies. *Social Behavior and Personality, 28*, 561-578.

- Fritzsche, B. A., Powell, A. B., & Hoffman, R. (1999). Person-environment congruence as a predictor of customer service performance. *Journal of Vocational Behavior*, *54*, 59-70.
- Steward, A., Mennino, S. F., & Fritzsche, B. (1996). Development of the Prosocial Personality at Work Scale. *Modern Psychological Studies*, *4*, 55-60. (Undergraduate research journal)
- Trahan, D. E., Larrabee, G. J., Fritzsche, B., & Curtiss, G. (1996). Continuous Visual Memory Test: Alternate form and generalizability estimates. *The Clinical Neuropsychologist*, *10*, 73-79.
- Penner, L. A., Fritzsche, B. A., Craiger, J. P., & Freifeld, T. S. (1995). Measuring the prosocial personality. In J. N. Butcher & C. D. Spielberger (Eds.), *Advances in personality assessment* (Vol. 10, pp. 147-163). Hillsdale, NJ: Erlbaum.
- Penner, L. A., Shiffman, S., Paty, J. A., & Fritzsche, B. A. (1994). Individual differences in intraperson variability in mood. *Journal of Personality and Social Psychology*, *66*, 712-721.
- Penner, L. A., & Fritzsche, B. A. (1993). Magic Johnson and reactions to people with AIDS: A natural experiment. *Journal of Applied Social Psychology*, *23*, 1035-1050.

TECHNICAL REPORTS, PROCEEDINGS, & OTHER PUBLICATIONS

- Marcus, J., Fritzsche, B., Smith, N. A., Perez, A., Gebben, A., Sahin, C., Emiroglu, E., & Martinez, L. R. (2018). Sweethearts and Sages: Initial Evidence for Prejudice Archetypes & Links to Work Outcomes. *Proceedings of the Academy of Management*, Philadelphia, PA: AOM.
- Ng, Y. L., Marcus, J., & Fritzsche, B. A. (2016). Work experiences of older workers across cultures: A cross-national comparison. *International Journal of Psychology*, *51*, 741.
- Marcus, J., & Fritzsche, B. A. (2014). One size doesn't fit all: Toward a theory on the intersectional salience of ageism at work. *Best Paper Annual Proceedings of the Academy of Management*, Philadelphia, PA: AOM.
- Rosen, M. A., Wildman, J. L., Bedwell, W. L., Fritzsche, B., Salas, E., & Burke, C. S. (2008). Diagnosing friction points in multicultural team performance: A rationale

and measurement approach. *Proceedings of the Human Factors and Ergonomics Society 52nd Annual Meeting*, New York, NY: HFES.

Park, S., Fritzsche, B. A., & Morris, J. (1999). *Central Florida women and girls: Looking back, moving forward*. Orlando: University of Central Florida, Women's Studies.

Florida Council on Aging & Florida Department of Education. (1997). *Older workers: Florida's Prime Resource*. Tallahassee, FL: Author.

Holland, J. L., Fritzsche, B. A., & Powell, A. B. (1994). *Self-Directed Search Technical Manual*. Odessa, FL: Psychological Assessment Resources.

Holland, J. L., Powell, A. B., & Fritzsche, B. A. (1994). *Self-Directed Search Professional User's Guide*. Odessa, FL: Psychological Assessment Resources.

Nelson, C. E., Coovert, M. D., Kurtz, A., Fritzsche, B., Crumley, C., & Powell, A. (1989). *Models of hurricane evacuation behavior*. Tampa: University of South Florida, Department of Psychology.

Nelson, C. E., Crumley, C., Fritzsche, B., & Adcock, B. (1989). *Lower southeast Florida hurricane evacuation study*. Tampa: University of South Florida, Department of Psychology.

MASTER'S THESIS AND DISSERTATION

Fritzsche, B. A. (1994). The effects of using behavioral checklists on the predictive and construct validity of assessment center ratings (Doctoral dissertation, University of South Florida, 1993). *Dissertation Abstracts International*, 54 (9-B), 4954.

Fritzsche, B. A. (1991). *Sex role stereotyping in resume screening: A policy capturing approach*. Unpublished master's thesis, University of South Florida, Tampa, FL.

PROFESSIONAL CONFERENCE PRESENTATIONS

Neal, A., & Fritzsche, B. A. (2024, April). Patterns of Precarity Among Older Workers: A Latent Profile Approach. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Gebben, A., & Fritzsche, B. A. (2023, November). More Than a Number: Investigating the Heterogeneity Among Older Workers. Poster presented

at the European Association of Work and Organizational Psychology 7th Age in the Workplace Small Group Meeting. Vilnius, Lithuania.

Mottarella, K., Fritzsche, B. A., & Schoenthaler, K. (2023, October). Writing Letters of Recommendation for Advisees: What Graduate Programs Want. Poster presented at the annual NACADA conference, Orlando.

Neal, A., & Fritzsche, B. A. (2022, April). Job Insecurity among Younger and Older Precarious Workers. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Seattle.

Gebben, A. N., & Fritzsche, B. A. (2021, October). Patterns of Precarity: A Latent Profile Approach to Heterogeneity in Older Workers. Poster presented at the European Association of Work and Organizational Psychology 6th Age in the Workplace Small Group Meeting. Groningen, Netherlands.

Holden, C. R., & Fritzsche, B. A. (2020, June). Move Your Body, Change Your Mind: Physical Activity Before Work. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, SIOP Virtual.

Kisamore, J. L. (Chair), Fritzsche, B. A., Major, D. A., Williams, J., Finegan, J. E., & Thomas, K. M. (2020, June). Applying I/O to Academic Administration: Female Faculty Experiences. Panel Presentation at the annual conference of the Society for Industrial and Organizational Psychology, SIOP Virtual.

Gebben, A., Fritzsche, B. A., & Perez, A. (2019, September). Job Insecurity in the Aging Working Poor: A Qualitative Study from the United States. Poster Presented at the Annual Aging & Social Change conference, Vienna, Austria.

Horan, K. A., Scholar, B. E., & Fritzsche, B. A. (2019, April). Complimentary intervention tools: Use of theory and process evaluation. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Marcus, J., Kahraman, F., & Fritzsche, B. A. (2019, April). Work experiences of older workers in Turkey: The role of culture and values. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

- Perez, A., & Fritzsche, B. A. (2019, April). Grandma got passed over by a manager: The intersection of age and gender in hiring. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Marcus, J., Kahraman, F., Su, S., & Fritzsche, B. A. (2019, April). Turkiye'nin 81 ilinde bireycilik ve toplulukculuk: Turkiye'deki mikrotoplumlar [Individualism and collectivism in 81 Turkish provinces: Microsocieties of Turkey]. Paper Presented at the 27th National Management and Organizations Congress. Antalya, Turkey.
- Mottarella, K., Horan, K., & Fritzsche, B. A. (2019, January). Career Readiness Courses for the Psychology Major. National Institute on the Teaching of Psychology, St. Petersburg, FL.
- Marcus, J., Fritzsche, B. A., Smith, N. A., Perez, A., Gebben, A., Sahin, C., Emiroglu, E., & Martinez, L. R. (2018, August). Sweethearts and Sages: Initial Evidence for Pre Prejudice Archetypes & Links to Work Outcomes. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Marcus, J., Fritzsche, B. A., & Ng, Y. L. (2017, November). Elder rams and forgotten ewes: The interactive effects of age, sex, and culture on work outcomes. Poster presented at the European Association of Work and Organizational Psychology 4th Age in the Workplace Small Group Meeting. Luneburg, Germany.
- Fritzsche, B. A. (2017, August). Harnessing the Potential of an Aging Workforce. Invited Address at the annual meeting of the American Psychological Association, Washington, DC.
- Mottarella, K. & Fritzsche, B. A., (2017, May). Getting Students Hired: Creating and Delivering a High-Impact Learning Experience for 3000 Majors. Invited presentation at the UCF Summer Faculty Development Conference. Orlando, FL.
- Fritzsche, B. A., Marcus, J., Sevgili, F., & Fleurimond, F. (2017, April). Implications for Turkey's Aging Workforce. In S. Ran & L.A. Marchiondo's (Chairs), The Aging Workforce and Sustainable Workplace around the World. Symposium presented at the annual meeting of the Society for Industrial and Organizational

Psychology, Orlando, FL.

- Marcus, J., Fritzsche, B. A., Smith, N. A., Gebben, A., Sahin, C., Emiroglu, E., & Martinez, L. R. (2017, April). "One size doesn't fit all": Initial evidence on prejudice archetypes. In L. Finkelstein's (Chair), *Stereotypes and Discrimination: Fresh Looks at an Age-Old Issue*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Scandura, T. A., Mourino, E. L., Coglisler, C. C., Fritzsche, B. A., Hurley-Hanson, A., & Tejada, M. J. (2017, April). *Leadership & diversity: Implications for organizations in the 21st century*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Fritzsche, B. A. (2017, January). *Quick and Easy Fitness*. Presented at the regional conference of the American Resort Development Association: Women in the Industry, Orlando, FL.
- Ng, Y. L., Marcus, J., & Fritzsche, B. A. (2016, July). *Work experiences of older workers across cultures: A cross-national comparison*. Symposium presented at ICP '16: The 31st International Congress of Psychology, Yokohama, Japan.
- Fritzsche, B., Marcus, J., Sevgili, F., & Fleurimond, F. (2016, April). *Public policy recommendations for the aging workforce in Turkey*. In S. Ran & L. A. Marchiondo's (Chairs), *Bridging aging research and policy-making: An international perspective*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Glerum, D., Joseph, D., & Fritzsche, B. (2016, April). *The trainer matters: Cross-classified models of trainee reactions*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Young, B., & Fritzsche, B. (2016, April). *Feedback intervention perceptions: Development and validation of a measure*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Marcus, J., Fritzsche, B. A., & Fleurimond, F. (2015, November). "The Old Wolf and the Lamb": Theoretical propositions on antecedents and consequences of ageism in the Turkish workplace. Paper presented at the EAWOP Age in the Workplace Meeting, Limerick, Ireland.

- Marcus, J., Fritzsche, B. A., Le, H., & Reeves, M. D. (2015, July). Development and validation of the Work-related Age-based Stereotypes (WAS) scale. ECP 2015: Presented at the 14th European Congress of Psychology. Milan, Italy.
- Chaffee, D. S., Fritzsche, B. A., Dixon, N. W., Pritchard, R. D., & Ashwood, E. (2015, May). Using measurement and feedback to help people be more personally effective. Paper presented at the 11th International Conference on Occupational Stress and Health, Atlanta, GA.
- Fritzsche, B. A., Sholar, B. E., McMullen, D., and Stevens, J. P. (2015, May). Workplace wellness and employee needs: A firm fit for a fit firm. Paper presented at the 11th International Conference on Occupational Stress and Health, Atlanta, GA.
- Tucker, C. G., Fritzsche, B. A., Pritchard, R. D., & Ashwood, E. (2015, May). Truly Accomplished: An exploratory study of motivation and social influence. Paper presented at the 11th International Conference on Occupational Stress and Health, Atlanta, GA.
- Reeves, M., Fritzsche, B., Dhanani, L., & Marcus, J. (2015, April). A survivor's guide to age discrimination. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sanz, E., & Fritzsche, B. (2015, April). Stereotype threat and concealable stigmas: The case of sexual minorities. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Marcus, J., & Fritzsche, B. A. (2014, August). One size doesn't fit all: Toward a theory on the intersectional salience of ageism at work. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Atsides, J., Fritzsche, B. A., Kubiack, L., & Marotta, P. (2014, July). Understanding psychologically healthy workplaces: Broadening your knowledge and awareness. Workshop presented at the annual meeting of the Florida Psychological Association, Bonita Springs, FL.
- Mottarella, K., & Fritzsche, B. A., (2014, January). Today's excuse making among college students: The dog ate my computer. Poster presented at the National Institute for the Teaching of Psychology, St. Petersburg Beach, FL.
- Marcus, J., & Fritzsche, B. A. (2013, November). "The Old Wolf and the Lamb": Theoretical propositions on antecedents and consequences of ageism in the Turkish workplace. Invited Talk at the EAWOP Age in the Workplace Meeting,

Rovereto, Italy.

- Reeves, M., Fritzsche, B., Smith, N., Marcus, J., O'Steen, M., & Dhanani, L. (2013, April). One shade too grey: Occupational age stereotypes and legal outcomes. Poster presented at the annual meeting of Society for Industrial and Organizational Psychology, Houston, TX.
- Gallaher, L., & Fritzsche, B. A. (2013, April). Using humor during employment interviews. In B. A. Fritzsche (Chair), *Pretty, funny, crude, and open: Contemporary research on self-presentation*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Sanz, E., Smith, N., & Fritzsche, B. A. (2012, June). Stereotype threat in the ivory tower: Examining mediators and moderators of stereotype threat among graduate students in science and math fields. Paper presented at the annual meeting of Diversity in Organizations, Communities & Nations, Vancouver, Canada.
- Smith, N., Fritzsche, B., & Reeves, M. (2012, June). The cost of discrimination: Job age type and legal outcomes. Paper presented at the annual meeting of Diversity in Organizations, Communities & Nations, Vancouver, Canada.
- Bowens, L.D., Fritzsche, B.A., & Marcus, J. (2012, April). Signals and intersections: The managerial suitability of Black women. Poster presented at the annual meeting of Society for Industrial and Organizational Psychology, San Diego, CA.
- Dixon, N. W., Pritchard, R. D., & Fritzsche, B. A. (2012, April). I-Count-Ability: Effectiveness of a measurement feedback approach to lifestyle change. In T. M. Greene-Shorridge and H. N. Odle-Dusseau (Chairs), *Positive psychology in the work-family interface: Bridging the gap*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Marcus, J., & Fritzsche, B. A. (2012, April). An old dog like me: Dual-identity interventions in salient situations. Poster presented at the annual meeting of Society for Industrial and Organizational Psychology, San Diego, CA.
- Marcus, J., Fritzsche, B. A., & Reeves, M. (November, 2011). When old dogs have to learn new tricks: Examining the interactive relation between age and career-change on worker attitudes and employment outcomes. Paper presented at the Small Group Meeting of the European Association of Work and Organizational Psychology, *Age Cohorts in the Workplace: Understanding Strengths through Differences*, Rovereto, Italy.

- Thornson, C. A., Fritzsche, B. A., & Ross, K. A. (August, 2011). The development and validation of the cross-cultural competence inventory (3CI). In P. Reid (Chair), *Beyond the Frontier: Insights into Cross-Cultural Competence in the U.S. Military*. Symposium presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Marcus, J., & Fritzsche, B. (April, 2011). Ageism in personnel selection decisions: A prejudice-reduction intervention. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago.
- Marcus, J., Fritzsche, B., & Le, H. (April, 2011). The Work-related Age-based Stereotypes (WAS) Scale: A validation study. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago.
- Sachau, D. (April, 2011). Distinguished Teaching Contributions Award: Facilitating Student Engagement. In B. Fritzsche (Host), special event presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago.
- DeRouin-Jessen, R. E., & Fritzsche, B. A. (2010, April). Game On: The Impact of Game Features in Computer-Based Training. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta.
- Fritzsche, B. A. (2010, April). Discussant. In J. Kurtessis & K. Krokos (Co-Chairs), *Using Situational Judgment Tests to Measure Teamwork and Communication*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta.
- Thornson, C., Fritzsche, B. A., Le, H., Ross, K., & McDonald, D. (2010, April). Development and Initial Validation of the Cross-Cultural Competence Inventory. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta.
- Hickson, K. C., & Fritzsche, B. A. (2009, April). Work-Family Conflict and Performance Evaluations: Who Gets a Break? Paper to be presented at the annual meeting of the Society of Industrial and Organizational Psychology, New Orleans.
- Marcus, J., & Fritzsche, B. A. (2009, April). When age meets change: Mediation/moderation of ageism in selection. Paper to be presented at the annual meeting of the Society of Industrial and Organizational Psychology, New Orleans.

- Rosen, M. A., Wildman, J. L., Bedwell, W. L., Fritzsche, B. A., Salas, E., & Burke, C. S. (September, 2008). Diagnosing friction points in multicultural team performance: A rationale and measurement approach. Paper presented at the annual meeting of the Human Factors and Ergonomics Society, New York.
- Wildman, J. L., Bedwell, W. L., Rosen, M., Fritzsche, B. A., Burke, C. S., & Salas, E. (July, 2008). Adaptation in multicultural teams: A measurement aid. Paper presented at the annual meeting of INGRoup, Kansas City, MO.
- Wildman, J., Bedwell, W., Rosen, M., Fritzsche, B., Burke, C., & Salas, E. (April, 2008). So you want to measure team adaptation? Some guiding principles. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco.
- Wildman, J. L., Bedwell, W. L., Rosen, M. A., Fritzsche, B. A., Burke, C. S., & Salas, E. (March, 2008). Adaptive team performance in multicultural teams: A framework and measurement tool. Paper presented at the American Psychological Association Division 21 Annual Symposium on Applied Experimental Research, Fairfax, VA.
- Dorio, J., Borman, W., & Fritzsche, B. A. (April, 2007). Living up to Expectations: Gender Stereotyping and Work. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- Seiser, H. L., & Fritzsche, B. A. (April, 2007). Examining Employee use of Family-Friendly Benefits: An Empirical Study. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- Stagl, K., Fritzsche, B. A., & Salas, E. (April, 2007). Situational judgment test validity in a maximum performance context. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- Bauer, T., Brooks, M., Fritzsche, B. A., Lievens, F., McDaniel, M., Olson-Buchanan, J., Schmitt, N., & Truxillo, D. (2006, May). Panelists in R. D. Pritchard, J. A. Weekley, & R. E. Ployhart (Chairs), *SIOP Organizational Frontiers Series: Situational Judgment Tests -Theory, Measurement, and Application*. Panel discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.
- Ferdman, B. M., Thomas, K. M., Davis, J., Harrison, M. S., Fritzsche, B. A., Flowers, L., & Wells, C. L. (2006, May). *Creating Inclusive I/O Program Cultures: Best Practices from UGA and UCF*. Roundtable discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.

- Fritzsche, B. A., Mottarella, K. E., DeRouin, R. E., & Salas, E. (2006, May). *Learner Control in a Web-Based Course: Pace Yourself!* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.
- Miller, A. P., Singh, A. K., Fritzsche, B. A., & Mottarella, K. E. (2006, March). An exploration of women's contingency planning. Poster presented at the annual meeting of the Southeastern Psychological Association, Atlanta.
- Chartier, G., & Fritzsche, B. A. (2005, April). *Discrimination against Asian Americans: How does the Model Minority do?* Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles.
- Bass, K., & Fritzsche, B. A. (2005, March). *Person-Environment Congruence and Performance: A Comparison of 10 Congruence Indices*. Poster presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Melbourne, FL.
- Burns, K. L., DeRouin, R. E., Fritzsche, B. A., Mottarella, K. E., & Salas, E. (2005, March). *Learner Control in a Web-Based Course*. Poster presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Melbourne, FL.
- Chartier, G., & Fritzsche, B. A. (2005, March). *Discrimination against Asian Americans: How does the Model Minority do?* Poster presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Melbourne, FL.
- Fernandez, V., & Fritzsche, B. A. (2005, March). *Hispanic Preferences in Organizational Recruiting Ads*. Poster presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Melbourne, FL.
- DeRouin, R. E., Fritzsche, B. A., & Salas, E. (2004, August). *Learner control and workplace E-learning: Design, person, and organizational issue*. Poster session presented at the annual meeting of the American Psychological Association, Honolulu.
- Dorio, J. M., & Fritzsche, B. A. (2004, August). *Sex role and racial stereotypes: Potential obstacles to managerial advancement*. Poster session presented at the annual meeting of the American Psychological Association, Honolulu.

- Fritzsche, B. A., Burke, C. S., Flowers, L., Stagl, K., Wilson, K., & Salas, E. (2004, May). Improving team adaptability using contrasting cases training. In C. S. Burke & E. Salas (Co-Chairs), *Emerging Theoretical and Empirical Approaches used in Team Effectiveness Research*. Symposium conducted at the annual meeting of the American Psychological Society, Chicago.
- DeRouin, R. E., Fritzsche, B. A., & Salas, E. (2004, April). Age, Stereotype threat, and training performance. In B. Fritzsche & R. E. DeRouin (Co-Chairs), *The Aging Workforce: Advancements in Training, Development, and Lifelong Learning*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago.
- Hickson, K. C., Seiser, H., Muñiz, E. J., Fritzsche, B. A., Chase, K. (2004, April). *Bias against employees with work-family conflict: Performance matters*. Poster session to be presented at the meeting of the Southeastern Psychological Association, Atlanta.
- Olwell, C., & Fritzsche, B. A. (2004, April). *Organizational citizenship behavior in part- and full-time work*. Poster session to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago.
- Sims, D. E., Fritzsche, B. A., & Salas, E. (2004, April). *The decision to trust: Which antecedents are most important?* Poster session to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago.
- DeRouin, R. E., Fritzsche, B. A., & Salas, E. (2003, May). *Stereotype threat and training performance*. Paper presented at the 15th annual meeting of the American Psychological Society, Atlanta, GA.
- DeRouin, R. E., Fritzsche, B. A., & Salas, E. (2003, April). *Empowering workplace e-learners: Research-based guidelines for learner-controlled training*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Fernandez, V., & Fritzsche, B. A. (2003, March). *Hispanic Preferences in Organizational Recruiting Ads*. Undergraduate poster session presented at the annual meeting of the Southeastern Psychological Association, New Orleans.
- DeRouin, R. E., Fritzsche, B. A., & Salas, E. (2003, March). *Empowering workplace e-learners: Research-based guidelines for learner-controlled training*. Poster session presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Akron, OH.

- Parrish, T. J., Nakano, K., & Fritzsche, B. A. (2003, March). *A critical evaluation of awareness-based and skills-based diversity training programs*. Poster session presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Akron, OH.
- Sims, D. E., Fritzsche, B. A., & Salas, E. (2003, March). *Antecedents of trust in organizations: A policy capturing approach*. Poster session presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Akron, OH.
- Sims, D. E., Parrish, T., Salas, E., & Fritzsche, B. A. (2003, March). *Ethical dilemmas team members face in workgroups: An exploration of the issues*. Poster session presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Akron, OH.
- Mottarella, K. E., Fritzsche, B. A., & Parrish, T. (2003, January). *Who learns more? Achievement scores following web-based v. face-to-face psychology courses*. Poster session presented at the annual meeting of the National Institute for the Teaching of Psychology, St. Petersburg Beach, FL.
- Merket, D. C., & Fritzsche, B. A. (2002, April). *An examination of differences between telephone and face-to-face employment interviews*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto.
- Mottarella, K. E., Fritzsche, B. A., & Hernandez, T. R. (2002, March). *The psychology of advising minority students: A policy-capturing approach*. Poster session presented at the annual meeting of the Southeastern Psychological Association, Kissimmee, FL.
- DeRouin, R. E., Salas, E., & Fritzsche, B. A. (2002, March). *Why Train Older Workers?* Paper presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Tampa.
- Mickey, S. K., Hickson, K. C., Seiser, H. L., & Fritzsche, B. A. (2002, March). *Do female-friendly marketing materials increase organizational attractiveness?* Paper presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Tampa. (This paper won the Lyman Porter Award for outstanding graduate student research presented at the annual

meeting of the Academy of Management.)

Parker, C. A., DeRouin, R. E., Fritzsche, B. A., & Salas, E. (2002, March). *Age, Stereotype Threat, and Training Performance*. Paper presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, Tampa.

Young, B. R., & Fritzsche, B. A. (2001, March). *The relationship between individual differences in procrastination, peer feedback, and student writing success*. Paper presented at the annual Conference on College Composition and Communication, Denver.

Fritzsche, B. A. (2000, November). The older worker and human resources practices. In E. F. Stone-Romero (Chair), *The Influence of Workforce Diversity on Human Resources Practices*. Roundtable discussion conducted at the annual meeting of the Southern Management Association, Orlando.

Fritzsche, B. A., & Sterns, H. (2000, April). Age as a stigma. In D. L. Stone (Chair), *Extending Research on Stigmas in Organizations*. Roundtable discussion conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans.

Owings, S. R., & Fritzsche, B. A. (2000, April). *The relationship between person-environment congruence and job satisfaction*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans.

Reid, H. L., & Fritzsche, B. A. (2000, April). *Validation of the NEO PI-R Positive Presentation Management Scale*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans.

Cureton, C., Fritzsche, B. A., & Young, B. R. (2000, March). *The relationship between procrastination, peer feedback, and school performance*. Poster session presented at the annual meeting of the Southeastern Psychological Association, New Orleans.

Gamlin, C. M., Fritzsche, B. A., & McIntire, S. A. (2000, March). *Presentation management as a predictor of performance and adjustment*. Poster session presented at the annual meeting of the Southeastern Psychological Association,

New Orleans.

Murray, J. D., Tantleff-Dunn, S., & Fritzsche, B. (1999, November). *The impact of body image disturbance on women in the workplace*. Paper presented at the annual meeting of the Association for the Advancement of Behavior Therapy, Toronto.

Fritzsche, B. A., McIntire, S. A., & Powell Yost, A. (1999, June). *Personality predictors of performance: Can a theory of person-environment fit help you make better human resource decisions?* Paper presented at the annual meeting of the International Personnel Management Association Assessment Council, St. Petersburg Beach, FL.

Fritzsche, B. A., McIntire, S. A., & Powell Yost, A. (1999, May). *Using Holland's taxonomy to guide personality-performance predictions*. Poster session presented at Applied Personality Psychology: The intersection of Personality and I/O Psychology, Tulsa, OK

Fritzsche, B. A., Meyer, J., & Owings, S. (1999, April). Individual differences in modern sexism: Implications for hiring judgments and affirmative action training. In L. Shore (Chair), *Diversity in Organizations: Some Substantive and Methodological Issues*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Fritzsche, B. A. (1999, April). *Aging and work: The view from industrial psychology*. Paper presented at the 20th anniversary meeting of the Southern Gerontological Society, Atlanta, GA.

Eldred, A. K., & Fritzsche, B. A. (1999, March). *Psychological contracts revisited: Assessing employee perceptions of reciprocal obligations*. Poster session presented at the annual meeting of the Southeastern Psychological Association, Savannah, GA.

Gorman, K. A., & Fritzsche, B. A. (1999, March). *College students' perceptions of mothers' employment status and role satisfaction*. Paper presented at the annual meeting of the Southeastern Psychological Association, Savannah, GA. (This paper won 2nd place in the CEPO Undergraduate research competition.)

Parker, C. A., Khan, K. A., & Fritzsche, B. A. (1999, March). *Validity and reactions to work-related versus general personality measures*. Poster session presented at the annual meeting of the Southeastern Psychological Association, Savannah,

GA.

Powell, J. M., & Fritzsche, B. A. (1999, March). *The relationship between racial attitudes and context on simulated hiring decisions for White vs. Hispanic applicants*. Undergraduate poster session presented at the annual meeting of the Southeastern Psychological Association, Savannah, GA. (This paper won a Psi Chi award for outstanding undergraduate research.)

Fritzsche, B. A. (1999, January). *Linking job design and small group effectiveness research with a social psychology project*. Poster session presented at the 21st annual National Institute on the Teaching of Psychology, St. Petersburg Beach, FL.

Barron, J. A., Owens, D., Fritzsche, B. A., George, F., & Mirabella, I. (1998, March). *Development of the Conscientiousness at School Scale*. Poster session presented at the annual meeting of the Southeastern Psychological Association, Mobile, AL.

Meyer, J., Owings, S., Fritzsche, B. A., & Quick, L. (1998, March). *The relationship between modern sexism and simulated hiring decisions*. Paper presented at the annual Industrial/Organizational/Organizational Behavior Graduate Student Conference, San Diego.

Sarkar, S. T., Fritzsche, B. A., Dunn, M., Bowers, C., & Kane, T. (1998, January). *Communication as a predictor of innovative performance: An investigation of the role of supervisory influence and individual motivation on communication*. Paper presented at the 19th Annual National Business Conference, The Second World Congress on the Management of Intellectual Capital, Hamilton, Ontario, Canada.

Golant, S. M., Fritzsche, B. A., Duggar, M. L., Potsko, R., & Winston, C. S. (1997, August). *Older, capable, and wanting to work: Research and policy recommendations*. Workshop presented at the Florida Council on Aging's Aging Network Training Conference, St. Petersburg Beach, FL.

Fritzsche, B. A., & Mayfield, H. E., Jr. (1997, August). *Sex bias in judgments of actual resumes*. Poster session presented at the annual meeting of the American Psychological Association, Chicago.

Fritzsche, B. A., Powell, A. B., & Hoffman, R. (1997, April). *Person-environment congruence as a predictor of customer service performance*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis.

- Fritzsche, B. A., & McIntire, S. A. (1997, January). *Constructing a psychological test as an undergraduate class project: Yes, it can be done!* Poster session presented at the annual meeting of the National Institute on the Teaching of Psychology, St. Petersburg Beach, FL.
- Fritzsche, B. (1995, November). *Using policy capturing methodology to study helping decisions.* Paper presented at the annual meeting of the Society of Southeastern Social Psychologists, Boca Raton, FL.
- Powell, A. B., Fritzsche, B. A., & Hoffman, R. (1995, August). *Predicting customer service job performance with the five-factor model.* Poster session presented at the annual meeting of the American Psychological Association, New York.
- Fritzsche, B. A., Brannick, M. T., & Hazucha, J. F. (1994, April). The effects of using behavioral checklists on the predictive and construct validity of assessment center ratings. In J. Schneider (Chair), *Important, insufficiently answered questions about assessment center validity and utility.* Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Nashville.
- Penner, L. A., & Fritzsche, B. A. (1993a, November). *The measurement of individual differences in prosocial tendencies.* Paper presented at the annual meeting of the Society of Southeastern Social Psychologists, Boca Raton, FL.
- Penner, L. A., & Fritzsche, B. A. (1993b, August). *Measuring the prosocial personality: Four construct validity studies.* Poster session presented at the annual meeting of the American Psychological Association, Toronto.
- Fritzsche, B. A., & Penner, L. A. (1992, August). *Individual differences in decisions to offer help: "Capturing" helpers' policies.* Poster session presented at the annual meeting of the American Psychological Association, Washington, DC.
- Penner, L. A., & Fritzsche, B. A. (1992, August). *Magic Johnson and reactions to AIDS victims: A natural experiment.* Paper presented at the annual meeting of the American Psychological Association, Washington, DC.
- Fritzsche, B. A., & Brannick, M. T. (1992, May). *Can we learn about resume screening with policy capturing methodology?* Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Montreal.
- Esper, J. A., Fritzsche, B. A., & Arkkelin, D. (1989, May). *The influence of occupational schemata on the recognition of masculine and feminine traits from hypothetical job evaluations.* Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

Arkkelin, D., & Fritzsche, B. (1989, May). *Gender roles and social perception: Support for an interactive versus additive model of androgyny*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

COURSES TAUGHT

Applied Psychology
 Applied Testing and Selection (MS level)
 Change Management (MS level)
 Consulting Practice in I/O Psychology (MS level)
 Current Topics in I/O Psychology (MS level)
 Industrial/Organizational Psychology
 Industrial Psychology
 Industrial Psychology I (PhD level)
 Job Analysis and Performance Appraisal (MS level)
 Organizational Psychology (face-to-face and web format)
 Organizational Psychology and Motivation (MS level)
 Organizational Psychology I (PhD level)
 Organizational Psychology II (PhD level)
 Personality Theories
 Professional Issues in I/O Psychology (PhD level)
 Professional, Legal, and Ethical Issues in I/O Psychology (MS level)
 Psychological Measurement (face-to-face and web format)
 Psychological Measurement Laboratory
 Psychological Testing I (MS level)
 Psychometrics (PhD level)
 Psychomoney (Interdisciplinary honors seminar)
 Recruitment, Selection, and Placement (MS level)
 Research Methods/Research Methods Laboratory
 Research Planning Seminar I & II (MS level)
 Seminar in I/O Psychology: Diversity and Cross-Cultural issues in the Workplace (PhD level)
 Seminar in I/O Psychology: Workplace Wellness Initiatives
 Social Psychology
 Statistical Methods in Psychology
 Statistical Methods in Psychology Laboratory
 Women and Work (Interdisciplinary honors seminar)

DOCTORAL DISSERTATIONS, MASTER'S THESES AND HONOR'S THESES CURRENTLY SUPERVISING

Colleen Cui, doctoral dissertation

CURRENT DOCTORAL DISSERTATION, MASTER'S THESIS, AND HONOR'S THESIS COMMITTEES

DOCTORAL DISSERTATION, MASTERS THESES, AND UNDERGRADUATE HONORS THESES SUPERVISED

- 2024 Charlotte Holden, PhD, From Ramen to Research: The Experience of Financial Scarcity in Graduate School
- 2023 Alissa Neal (Gebben), PhD, Patterns of Precarity in Older Workers: A Latent Profile Approach
- 2021 Alissa Gebben, MS, Will It Be OK Boomers?: Effects of Precarious Work on Older Job-Insecure Workers
- 2020 Charlotte Holden, MS, Move Your Body, Change Your Mind: Physical Activity in the Morning and its Implications for Work
- 2017 Brandon Sholar, PhD, Getting the Work Out of Workouts: Evaluating the Effectiveness and Outcomes of a Physical Exercise Motivational Intervention for Older, Sedentary Workers
- 2016 Dominique Harris, BS with Honors in the Major, When People Working in an Office Don't Want to Workout: An Exploration of Corporate Fitness Benefit Use and Correlates
- 2016 Initial Miranda Pelkey, MS, She's not "Fit" for the Business World: An Examination of Obesity, Gender, and Age.**
- 2015 Sweethearts Alissa Gebben, BS with Honors in the Major, Matriarchs and Rebels, Oh My! Archetypes as an approach to multiple-group membership**
- 2015 Audit: Brandon Young, PhD, The Feedback Intervention Effectiveness**

Development and Validation of a Measure (Co-chair with Dana Joseph)

- 2015 Carly Tucker, BS with Honors in the Major, Truly Accomplished: An Exploratory Study of Motivation and Social Influence
- 2014 Elizabeth Sanz, PhD, Exploring Stereotype Threat in the Workplace with Sexual Minorities
- 2014 Luiz Xavier, PhD, Plugging up the Leaky Stem Pipeline with a Stereotype Threat Mentoring Intervention
- 2013 Michael Reeves, PhD, The Challenges of Young-Typed Jobs and How Older Workers Adapt
- 2013 Dorey S. Chaffee, BS with Honors in the Major, Truly Accomplished: Exploratory Study of Success Map Development
- 2013 Nick Koenig, PhD, Employee Engagement, Job Attitudes, and Work Behavior: A Meta-analytic Test of the Incremental Validity of Employee Engagement (Co-chair with Dana Joseph)
- 2013 Daniel Schmerling, PhD, The Measurement of Motivation: Examining the Measurement Properties of the Motivation Assessment System (Co-chair with Dana Joseph)
- 2013 Cecily McCoy, PhD, Same Fight, Different Player: An Insight into Culture, Information Sharing and Team Performance
- 2012 Nicholas Smith, BS with Honors in the Major, The Cost of Discrimination: Job Age-Type and Legal Outcomes
- 2011 Michael Reeves, MS, Age-Typing Across Occupations: When, Where, and Why Age-Typing Exists
- 2011 Laticia Bowens, PhD, Mixed Signals at the Intersection: The Effect of Organizational Composition on Ratings of Black Women's Management Suitability
- 2010 James Gunter, PhD, How do Situational Judgment Tests and Situational Interviews Compare? An Examination of Construct and Criterion-Related Validity

- 2010 Carol Thornson, PhD, Development and Validation of the Cross-Cultural Competence Inventory.
- 2010 Justin Marcus, PhD, Ageist Perceptions in Personnel Selection Decisions: A Prejudice-Reduction Intervention.
- 2010 Laura Gallaher, PhD, The Moderating Effect of Gender on the Use of Humor during an Employment Interview: That's What She Said.
- 2008 Renee E. DeRouin-Jessen, PhD, Game on: The Impact of Game Features in Computer-Based Training.
- 2008 Kara C. Hickson, PhD, Work-family Conflict and Performance Evaluations: Who Gets a Break?
- 2007 Samuel Wooten, BS with Honors in the Major, Integrating Computer-based Games in E-learning: An Examination of Game Features, Goal Orientation, and Self-Efficacy.
- 2006 Kevin C. Stagl, PhD, The Construct Validity of a Situational Judgment Test in a Maximum Performance Context (Co-chair with Eduardo Salas)
- 2006 Heather L. Seiser, PhD, Examining Employee Use of Family-Friendly Benefits Using the Theory of Planned Behavior
- 2005 Clayton Yonce, MS, *Rejection in the Job Selection Process: The Effects of Information and Sensitivity*
- 2003 Christopher Olwell, MS, *Understanding the Differences in Organizational Citizenship Behavior among Full-Time and Part-Time Employees: A Motives Approach*
- 2003 Viola Fernandez, BS with Honors in the Major, *Hispanic Preferences in Organizational Recruiting Ads*
- 2001 Audrey K. Eldred, MS, *Psychological Contracts: Comparing Manager and Employee Perceptions of Reciprocal Obligations*
- 2001 Danielle C. Merket, MS, *Communication Processes, Response Quality, and Interviewee Reactions in Telephone and Face-to-Face Employment Interviews*

- 2001 Jan Murray, MS, 2001 (Co-Chair with Dr. Stacey T. Dunn). *The Impact of Body Image: Barrier in the Workplace?*
- 2000 Melissa Nippert, MS, *An Examination of Social Desirability in General vs. Work-Referenced Personality Inventories*
- 2000 David K. Lindbom, MS, *Predicting OCB: A Test of Citizen Identity as a Mediating Variable*
- 1999 Heather L. Reid, MS, *The Usefulness of the Positive Presentation Management Scale for Detecting Response Distortion on the NEO PI-R*
- 1999 Sarah R. Owings, MS, *The Relationship Between Congruence and Satisfaction: An Investigation of Tenure and Holland Type as Moderators*
- 1999 Jennifer Powell, BS with Honors, *The Relationship Between Racial Attitudes and Context on Simulated Hiring Decisions for White vs. Hispanic Applicants*
- 1997 Michelle Shalau, MA, *Age and Gender as Moderators of the Social Identity and Utilitarian Approaches to Work-Family Conflict*

DOCTORAL DISSERTATION, MASTERS THESIS, AND HONORS THESIS COMMITTEES

- 2024 Ghada Baz, PhD, Industrial and Organizational Psychology
- 2018 Nicole Carusone, MS, Industrial and Organizational Psychology
- 2017 Matthew LaPalme, PhD, Industrial and Organizational Psychology
- 2017 Henry Young, MS, Industrial and Organizational Psychology
- 2017 Rachel Jaffe, BS with Honors in the Major, Psychology
- 2017 Lindsay Dhanani, PhD, Industrial and Organizational Psychology
- 2016 Andrea Hermsdorfer, MS Industrial and Organizational Psychology
- 2016 David Glerum, PhD, Industrial and Organizational Psychology

2016 Bridget McHugh, PhD, Industrial and Organizational Psychology

2015 Megan Gregory, PhD, Industrial and Organizational Psychology

2015 Matthew LaPalme, MS, Industrial and Organizational Psychology

2015 Amanda Thayer, PhD, Industrial and Organizational Psychology

2015 Jennifer Feitosa, PhD, Industrial and Organizational Psychology

2014 Megan Hare, BS with Honors in the Major, Psychology

2014 Lindsay Dhanani, MS Industrial and Organizational Psychology

2014 Skilan Ortiz, MS, Industrial and Organizational Psychology

2014 Megan Cochran, MS, Industrial and Organizational Psychology

2013 Jennifer Loglia, MS, Industrial and Organizational Psychology

2012 Carollaine Garcia, PhD, Industrial and Organizational Psychology

2012 Natalie Wright-Dixon, PhD, Industrial and Organizational Psychology

2011 Kristin Hall, BS with Honors in the Major, Business Administration

2011 LaKeesha Flowers, PhD, Industrial and Organizational Psychology

2011 Daniel Miller, PhD, Industrial and Organizational Psychology

2011 David Glerum, MS, Industrial and Organizational Psychology

2011 Jessica Wildman, PhD, Industrial and Organizational Psychology

2010 Miliani Jimenez, MS, Industrial and Organizational Psychology

2010 Howin Tsang, MS, Industrial and Organizational Psychology

2010 Jessica Wildman, MS, Industrial and Organizational Psychology

2007 Jessica Cornejo, PhD, Industrial and Organizational Psychology

2007 Dana Kendall, PhD, Industrial and Organizational Psychology

- 2007 Lisa Littrell, PhD, Industrial and Organizational Psychology
- 2007 Elizabeth Muñiz, PhD, Industrial and Organizational Psychology
- 2006 Christina Garofano, PhD Industrial and Organizational Psychology
- 2006 Linda C. Isenhour, PhD Business Management
- 2005 Anke Arnard, PhD, Business Management
- 2005 Mary Kosarzycki, PhD, Industrial and Organizational Psychology
- 2005 Janet Murray, PhD, Clinical Psychology
- 2004 Haydee Cuevas, PhD, Applied Experimental and Human Factors Psychology
- 2002 Kristine Relvini, PhD, Industrial Engineering
- 2002 Therese Snellgrove, MS, Industrial and Organizational Psychology
- 2001 Cristina Correal, MS, Industrial and Organizational Psychology
- 2000 April Farson, MS, Industrial and Organizational Psychology
- 2000 Neil Scheirholtz, MS, Industrial and Organizational Psychology
- 1999 Paul Host, MS, Industrial and Organizational Psychology
- 1999 Christina Henderson, MS, Industrial and Organizational Psychology
- 1999 Christine Braun, MS, Clinical Psychology
- 1998 Sheree Timmes, MS, Industrial and Organizational Psychology
- 1998 Pilar Sixto, MS, Industrial and Organizational Psychology
- 1998 Angie Winn, MS, Industrial and Organizational Psychology
- 1997 Joseph Burns, MA, General Experimental Psychology

TEACHING EDUCATION AND PRESENTATIONS

- 2017 Attendee and Presenter, UCF Summer Faculty Development Conference
- 2016 Attendee, UCF Summer Faculty Development Conference
- 2006 Presenter, Rollins College Panel on Pursuing Graduate Education in I/O Psychology
- 2005 Attendee, UCF Summer Faculty Development Conference
- 2004 Attendee, UCF Winter Faculty Development Conference
- 2004 Invited Speaker, "The Aging Workforce," Greater Orlando Organizational Development (GOOD) Network, June, 2004
- 2003 Presenter, Twenty-fifth Annual National Institute on the Teaching of Psychology
- 1999 Presenter, Twenty-first Annual National Institute on the Teaching of Psychology
- 1999 Workshop Presenter, "Do we Structure our Classes in a Way that is Motivating to Students?" UCF Faculty Center for Teaching and Learning
- 1998 Attendee, UCF Summer Teaching Institute
- 1998 Attendee, "Critical Thinking Think Tank" and "Learning Communities," UCF Faculty Center for Teaching and Learning
- 1997 Presenter, Nineteenth Annual National Institute on the Teaching of Psychology
- 1997 Attendee, "How to Create a Teaching Portfolio," and "Web-Based Instruction," UCF Faculty Center for Teaching and Learning
- 1996 Attendee, "Teaching Large Classes," UCF Faculty Center for Teaching and Learning

CURRENT PROFESSIONAL AFFILIATIONS

- Member, American Psychological Association (APA)

Member, Society for Industrial and Organizational Psychology (Division 14 of APA)

PROFESSIONAL SERVICE

2007-present	Editorial Board Member, Journal of Organizational Behavior
Ad hoc reviewer,	<i>Human Factors</i> <i>Human Performance</i> <i>Human Resource Management</i> <i>Journal of Applied Psychology</i> <i>Journal of Applied Social Psychology</i> <i>Journal of Business and Psychology</i> <i>Journal of Occupational and Organizational Psychology</i> <i>Psychological Reports</i> <i>Psychology and Aging</i> <i>Psychology of Women Quarterly</i> <i>Sex Roles</i> <i>Social Behavior and Personality</i> <i>Work, Aging, and Retirement</i>
2017-2018	<i>Course Designation Committee, UCF's Quality Enhancement Program</i>
2015-2018	Member, Central Florida YMCA Healthy Living Committee
2015-2018	UCF's Honors in the Major Scholarship Committee
2015-2017	COS Graduate Curriculum Committee
2012-2016	<i>Reviewer, COS OEAS program assessment</i>
2011	<i>Reviewer, MOMRP for the American Institute of Biological Sciences</i>
2010-2011	<i>Division 14 Program Chair for the American Psychological Association Convention</i>
2010-2016	<i>Member, Florida Psychological Association's Psychologically Healthy Workplace Award Committee</i>
2008	Reviewer, The PSI Handbook of Virtual Environments for Training and Education: Developments for the Military and Beyond

2006-2007	Member, SIOP Master's Consortium Committee
2006-2008	Member, Graduate Fellowships Committee
2006	Reviewer, Adverse Impact book, LEA
2005-2018	Member, Psychology Department Annual Evaluation Committee
2005	Textbook reviewer, <i>Introduction to Psychometrics for the Behavioral Sciences</i> , LEA
2004-2008	Member, Society for Industrial and Organizational Psychology Workshop Committee
2004	External member, Chemistry Chair Search Committee
2004	Member, CAS Graduate Services Director Search Committee
2003-2004	Search Committee for Chair, Department of Psychology
2003	Southeastern Psychological Association Program Reviewer
2003	Dunn & Palladino's <i>Testing and Measurement</i> , Prentice-Hall
2003-2018	Member, Psychology Department Chair's Advisory Committee
2002-2006	Member, UCF's Institutional Review Board
2002-2004	Psychology Department's Promotion and Tenure Committee
2002	Southern Gerontological Society Program Reviewer
2000	American Psychological Association Program Committee
1999-2018	UCF Women's Studies College Advisor
1998-2006	Chair, Psychology Department Research Participation Experience
1998-2018	Member, Psychology Department Diversity Advisory Committee
1997	Textbook reviewer, McIntire & Miller's <i>Foundations of Psychological Testing</i> , McGraw-Hill

1997-1998	Member, Psychology Lab Enhancement Committee
1997-2004	Chair, Department Web Page
1997-2000	Member, Psychology Department Chair's Advisory Committee
1997-2018	UCF Women's Studies Program Affiliate
1996-2018	Society for Industrial and Organizational Psychology (Division 14 of APA) Program Committee
1996-present	I&O Psychology Graduate Program Committee
1996	Teaching Incentive Program Criteria Committee