

EDUCATION

University of South Florida

Ph.D. in Industrial/Organizational Psychology, Research Methods minor, May 2008.

M.A. in Industrial/Organizational Psychology, May 2005.

B.A. in Mathematics, Psychology minor, magna cum laude, May 2001.

University Honors Program graduate

Florida State University

B.A. in Studio Art, magna cum laude.

Florida School of the Arts

A.A., cum laude.

ACADEMIC POSITIONS

University of Central Florida

Orlando, FL and Sanford/Lake Mary Campuses

Associate Lecturer, Graduate Faculty

August 2017 - Present

Director, M.S. Program in Industrial/Organizational Psychology

August 2017 - Present
and August 2015 - 2016

Lecturer, Graduate Faculty

August 2015 – 2017

Faculty Fellow in High Impact Practices, College of Sciences

August 2017 – June 2018

Lecturer, Graduate Faculty Scholar

August 2013 - 2015

Florida International University

Miami, FL

Assistant Professor, Graduate Faculty

August 2008 - 2013

Visiting Instructor/Assistant Professor

August 2007 - 2008

University of South Florida

Tampa, FL

Teaching Assistant

Fall 2001 - Spring 2003; Spring 2005 - Summer 2007

Research Assistant for Dr. Walter Borman

Fall 2001

Conducted library research in the area of meta-analysis.

Tutor in Math Lab

Fall 1999 - Spring 2001

Assisted undergraduate students in understanding concepts and solving problems from Algebra, Statistics, Calculus and other math courses at a variety of levels.

RESEARCH INTERESTS

Personality, Employee Retention, Employee Selection, Measurement, Creativity, Innovation

PUBLICATIONS (* denotes student author; First author indicates greatest importance of contribution. Subsequent authors are based on level of contribution with second author providing a higher level of contribution than the third author, and so on.)

- Currie, R. A. *, **Pace, V. L.**, & Ramdial, K. J.* (in press). Individual differences in employee performance. In B. J. Carducci (Editor-in-Chief) & J. S. Mio & R. E. Riggio (Vol. Eds.), *The Wiley-Blackwell encyclopedia of personality and individual differences: Vol. IV. Clinical, applied, and cross-cultural research*. Hoboken, NJ: John Wiley & Sons.
- Nichols, A. L., & **Pace, V. L.** (in press). Five factor model, facets of. In B. J. Carducci (Editor-in-Chief) & C. S. Nave (Vol. Ed.), *The Wiley-Blackwell encyclopedia of personality and individual differences: Vol. I. Models and theories*. Hoboken, NJ: John Wiley & Sons.
- Pace, V.L.**, & Kisamore, J.L. (2017). Strategic exit interviewing: Encouraging voice, enhancing alignment and examining process. *Journal of Organizational Effectiveness: People and Performance*, 4(1), 59-75. doi: 10.1108/JOEPP-03-2016-0023
- Michel, J. S., **Pace, V. L.**, Edun, A.*, Sawhney, E.*, & Thomas, J.* (2013). Development and validation of an aggressive beliefs and attitudes scale. *Journal of Personality Assessment*, 96(3), 327-338. doi:10.1080/00223891.2013.832260
- Sanderson, K. R.*, Viswesvaran, C., & **Pace, V. L.** (2011). UIT practices: Fair and effective? *The Industrial-Organizational Psychologist*, 48(3), 29-37. Retrieve from <http://www.siop.org/tip/default.aspx>
- Pace, V. L.** (2010). Method variance from the perspectives of reviewers: Poorly understood problem or overemphasized complaint? *Organizational Research Methods*, 13(3), 421-434. doi: 10.1177/1094428109351751
- Pace, V. L.**, & Brannick, M. T. (2010). How similar are personality scales of the “same” construct? A meta-analytic investigation. *Personality and Individual Differences*, 49(7), 669-676. doi: 10.1016/j.paid.2010.06.014
- Pace, V. L.**, & Brannick, M. T. (2010). Improving prediction of work performance through context specificity: Empirical evidence using openness to experience. *International Journal of Selection and Assessment*, 18(2), 230-235. doi:10.1111/j.1468-2389.2010.00506.x
- Pace, V. L.**, & Borman, W. C. (2006). The use of warnings to discourage faking on noncognitive inventories. In R. Griffith (Ed.), *A Closer Examination of Applicant Faking Behavior*. Greenwich, CT: Information Age Publishing, Inc.
- Rank, J., **Pace, V. L.**, & Frese, M. (2004). Three avenues for future research on creativity, innovation, and initiative. *Applied Psychology: An International Review*. 53 (4), 518-528. doi: 10.1111/j.1464-0597.2004.00185.x

MANUSCRIPTS UNDER REVIEW

- Shen, W., Eaton, A., Nichols-Lopez, K., & **Pace, V.** (under review). The role of agreeableness and business goal prioritization in explaining gender differences in entrepreneurial performance.

CONFERENCE PRESENTATIONS AND INVITED TALKS (* denotes student author)

Invited:

- Pace, V. L.** (2018, April). The psychology behind getting a job and hiring others. Invited speaker at the Central Florida Psychology Summit, Tampa, FL.
- Pace, V. L.** (2018, January). People skills are always in demand: Teams, virtual teams, and community partnerships. Invited SIOP-sponsored speaker at the 40th Annual National Institute on the Teaching of Psychology, St. Pete Beach, FL.
- Pace, V. L.** (2012, February) Underlying justifications for aggression: Development and validation of an explicit scale. Invited talk for the Department of Psychology. University of South Florida, Tampa, FL.

International:

- Eaton, A. A., **Pace, V. L.**, & Nichols-Lopez, K. A. (2014, August). Why do women entrepreneurs have smaller firms? The effect of agreeableness on firm goals and size. Paper presented at the Academy of Management annual meeting, Philadelphia, PA.
- Schantz, A. D.*, & **Pace, V. L.** (Chairs). (2014, August). *Leadership and Teamwork in the Global-Virtual Workplace*. Symposium presented at the Academy of Management annual meeting, Philadelphia, PA.
- Averhart Preston, V.*, & **Pace, V. L.** (2013, August). Examining the influence of age conceptualization within a work context. Poster presented at the American Psychological Association annual conference, Honolulu, HI.
- Reaves, A. C.*, Sanderson, K. R.*, & **Pace, V. L.** (2013, April). Further investigating the predictive validity of polychronicity. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Houston, TX.
- Reaves, A. C.*, Drew, E. N.*, & **Pace, V. L.** (2013, April). Revisiting the conscientiousness-creativity relationship. Interactive poster presented at the Society for Industrial and Organizational Psychology annual conference, Houston, TX.
- Michel, J. S., Edun, A.*, **Pace, V. L.**, Sawhney, E.*, & Thomas, J. P.* (2012, August). The development and validation of an explicit justification of aggression scale. Paper presented at the Academy of Management annual meeting, Boston, MA.
- Matamala, A.*, & **Pace, V. L.** (2012, August). Work engagement as a mediator between personality and citizenship behavior. Poster presented at the American Psychological Association annual conference, Orlando, FL.
- Thometz, H. L.*, & **Pace, V. L.** (2012, August). A closer look at goal orientation: Optimism, stress, and work engagement as possible mediators to performance. Poster presented at the American Psychological Association annual conference, Orlando, FL.
- Reaves, A.*, & **Pace, V.** (2011, August). Creativity: Is it more about traits or states? Poster presented at the American Psychological Association annual conference, Washington, DC.
- Sanderson, K.*, Viswesvaran, C., & **Pace, V.** (2011, August). Test me once, I'm Ok; Test me twice, I'm Gone? Poster presented at the American Psychological Association annual conference, Washington, DC.

- Costa, A. B., Steiner, D. D., Koenig, C. J., **Pace, V. L.**, Truxillo, D. M., & Bauer, T. N. (2011, April). Decision maker reactions to hiring practices in the U.S. Paper presented at Society for Industrial and Organizational Psychology annual conference symposium, Chicago, IL.
- Drew, E.*, Reaves, A.*, Sanderson, K.*, & **Pace, V.** (2011, April). Graduate program retention: Do we practice what we preach? Poster presented at the Society for Industrial and Organizational Psychology annual conference, Chicago, IL.
- Sanderson, K.*, Viswesvaran, C., & **Pace, V.** (2011, April). Catch me if you can! Cheating in unproctored internet testing. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Chicago, IL.
- Averhart, V.*, & **Pace, V. L.** (2010, August). The influence of stereotypes on older workers' participation in employer-provided training. Poster presented at the American Psychological Association annual conference, San Diego, CA.
- Matamala, A.*, & **Pace, V. L.** (2010, April). *Work engagement as a mediator between personality and citizenship behavior*. Interactive poster presented at the Society for Industrial and Organizational Psychology annual conference, Atlanta, GA.
- Pace, V. L.** (2010, April). *Reviewers' perspectives on method variance: Intractable problem or overemphasized complaint?* Poster presented at the Society for Industrial and Organizational Psychology annual conference, Atlanta, GA.
- Thometz, H. L.*, & **Pace, V. L.** (2010, April). *Can learning goal orientation decrease student withdrawal?* Poster presented at the Society for Industrial and Organizational Psychology annual conference, Atlanta, GA.
- Pace, V. L.**, & Brannick, M. T. (2008, April). *Similarity of Personality Measures: A Bare-Bones Look at Nomological Nets*. Poster presented at Society for Industrial and Organizational Psychology annual conference, San Francisco, CA.
- Brannick, M. T., & **Pace, V. L.** (Chairs). (2007, April). *Qualitative methods: What, when, why, and are they publishable?* Symposium conducted at Society for Industrial and Organizational Psychology annual conference, New York, NY.
- Pace, V. L.** (2007, April). *A Telephone Interview Study of Turnover Reasons and Perceptions of Diversity Climate among Minority Employees*. Paper presented at Society for Industrial and Organizational Psychology annual conference symposium, New York, NY.
- Pace, V. L.**, Xu, X., Penney, L. M., Borman, W. C., & Bearden, R. M. (2005, April). *Using warnings to discourage personality test faking: An empirical study*. In J. A. Weiner (Chair), *Moving from laboratory to field: Investigating situation in faking research*. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychology, Los Angeles, CA.
- Horgen, K.E., **Pace, V. L.**, Lentz, E., & White, L. A. (2004, July). *Development of a SJT to predict Army recruiter performance*. Paper presented at American Psychological Association annual conference symposium, Honolulu, HI.
- Rank, J., **Pace, V.** & Frese, M. (2003). *Die Bedeutung von Führung und Motivation for Kreativität, Innovation und Initiative*. Presented at conference in Mannheim, Germany.

Regional:

- Pace, V. L.** (2006, October). *Predicting creative problem solving at work: The influence of context specificity of openness items on validity*. Paper presented at Southern Management Association annual conference, Clearwater, FL.

CONSULTING AND APPLIED EXPERIENCE

Personnel Decisions Research Institutes, Inc. (PDRI)

Tampa, FL

Research Associate

May 2003 - October 2006

Worked with a variety of PDRI clients to develop, analyze, and validate personality and knowledge tests. Conducted an item writing workshop for Verizon. Examined the feasibility of developing alternate forms of a personality test for the U.S. Army. Content analyzed and summarized findings of a survey addressing best practices among U.S. Army recruiting stations. Developed personality test items for the U.S. Army and the U.S. Navy. Researched the effect of situational solutions (warnings) on faking of personality tests in a study with the U.S. Navy. Compiled internal PDRI information and resources for key project areas into a knowledge management system that would be more readily accessible to research staff in three offices.

Temporary consulting work as Item Writer, Proctor

November 2002 - May 2003

Wrote and selected 300 test items for Florida Highway Patrol promotional exams. Proctored promotional exams.

Nielsen Media Research

Oldsmar, FL

Intern, Human Resources

June 2006 – August 2006

Worked on a diversity initiative to address voluntary turnover rates in several job areas. Consulted supervisors and other subject matter experts, including a sample of past employees, about probable factors contributing to turnover. Developed a survey of job attitudes, perceptions, and satisfaction as well as turnover intention. Also developed a semi-structured telephone interview that was used to collect information from past employees across the United States. Content analyzed information from interviews to examine voluntary termination reasons and suggestions made within jobs as well as within demographic categories. Presented study findings and offered suggestions of possible interventions. Proposed a follow-up study of individual characteristics related to high turnover in field jobs.

Statistical Consulting

August 2005 – May 2006

Conducted confirmatory factor analyses using LISREL.

TECHNICAL REPORTS

UCF I/O Consulting Group, led by **V.L. Pace** and including master's students from a course (2016). *Leadership Seminole Alumni Engagement: Survey Report and Recommendations*. Lake Mary, FL: Leadership Seminole.

Pace, V. L. (2009). *Final Report: 2009 GMSHRM Member Survey*. Miami, FL: Greater Miami Society for Human Resource Management.

Horgen, K. E., Kubisiak, U. C., Bruk-Lee, V., Connell, P. W., Penney, L. M., Borman, W. C., **Pace, V. L.**, Lentz, E., White, L. A., Young, M. C., & Bowles, S. V. (2006). *Evaluation and refinement of a screening instrument for U.S. Army Recruiters: Noncommissioned Officer Leadership Skills Inventory*. Tampa, FL: Personnel Decisions Research Institutes, Inc.

Horgen, K. E., Kubisiak, U. C., Bruk-Lee, V., Connell, P. W., Penney, L. M., Borman, W. C., **Pace, V. L.**, Lentz, E., White, L. A., Young, M. C., & Bowles, S. V. (2005). *Evaluation and*

- refinement of screening and assessment tools for the U.S. Army* (Institute Report #498). Tampa, FL: Personnel Decisions Research Institutes, Inc.
- Pace, V. L.**, Borman, W. C., Penney, L. M., Xu, X., & Bearden, R. M. (2005). *Examination of the effectiveness of warnings for deterring faking on the Navy Recruiter Assessment Battery* (Institute Report #506). Tampa, FL: Personnel Decisions Research Institutes, Inc.
- Lentz, E., Connell, P., Bruk-Lee, V., Tuttle, M., **Pace, V. L.**, Xu, X., Cochran, C. C., & Paullin, C. (2005). *Development of law enforcement promotional examinations for two Florida state agencies, 2004-2005: Final report*. (Institute Report #504). Tampa, FL: Personnel Decisions Research Institutes, Inc.
- Kubisiak, U.C., Miller, J., Lentz, E., **Pace, V.L.**, & Borman, W.C. (2004). *Identifying and evaluating USAREC station-level business practices, phase II: Recruiter, station commander, and DEP surveys* (Institute Report #485). Tampa, FL: Personnel Decisions Research Institutes, Inc.
- Connell, P., Lee, V.B., Lentz, E., Wilkinson, L., **Pace, V.L.**, Bruskiwicz, K.T., Khoury, H., Miller, J., Penney, L.M., Tuttle, M., Cochran, C.C., & Paullin, C. (2004). *Development of law enforcement promotional examinations for four Florida state agencies, 2003-2004: Final report* (Institute Report #467). Tampa, FL: Personnel Decisions Research Institutes, Inc.
- Miller, J., **Pace, V.L.**, Lee, V.B., Lentz, E., Connell, P., Bruskiwicz, K.T., Kaufman, J.D., Penney, L.M., Ferstl, K., Cochran, C.C., & Paullin, C. (2003). *Development of law enforcement promotional examinations for seven Florida state agencies, 2002-2003: Final report* (Institute Report #432). Tampa, FL: Personnel Decisions Research Institutes, Inc.

COURSES TAUGHT

University of Central Florida

- Work Motivation and Job Attitudes (INP 6317; face-to-face)
- Psychological Testing (PSY 6308C; face-to-face)
- Survey Research Methods and Program Evaluation (INP 6072; face-to-face)
- Industrial Psychology Practicum (INP 6945C)
- Directed Independent Studies (INP 6908)
- Directed Research (PSY 6918)
- Organizational Psychology (INP 4313; mixed mode)
- Personality Theory & Research (PPE 3003; all formats)
- Social Psychology (SOP 3004; face-to-face and mixed mode)
- Industrial/Organizational Psychology (INP 3004; all formats)
- Psychology of Teamwork (INP 4380; face-to-face)

Florida International University

- Proseminar in Industrial Psychology (INP 5095)
- Special Topics: Personality at Work (PSY 5939)
- Field Experience in Psychology (PSY 6956)
- Supervised Research (PSY 5918)
- Directed Individual Study (PSY 5908)

Master's Thesis (PSY 6971)
Doctoral Dissertation (PSY 7980)
Senior Lab in I/O Psychology (INP 4055; Online Capstone course)
Research Methods (PSY 3213; multiple sections with supervision of Teaching Assistants for accompanying lab sections and materials development and coordination for several other instructors at two campuses)
Theories of Personality (PPE 3003; Online)
Introduction to Social Psychology (SOP 3004; Online)
Social Motivation (SOP 4522)
Experimental Social Psychology (SOP 4214; Senior Seminar and Lab)
Introduction to Psychology (PSY 2020)

University of South Florida

Personality (PPE 4003)
Graduate-level Regression lab (PSY 6217)
Tests and Measurement (CLP 4433- six sections with supervision of two Teaching Assistants for accompanying lab sections)
Tests and Measurement labs (PSY 4433)
Research Methods labs (PSY 3213)

STUDENT SUPERVISION

Committee Chair

Doctoral Dissertation:

Averhart, Veronica (2012). *Ageism in the Workplace: Examining the Influence of Age Conceptualization on the Advancement Opportunities of Older Workers*. Florida International University.

Master's Theses:

Reaves, Angela C. (2012). *The Role of the Environment in the Individual Difference and Creativity Relationship*. Florida International University.

Matamala, Alejandra (2011). *Work Engagement as a Mediator between Personality and Citizenship Behavior*. Florida International University.

Thometz, Holli (2010). *A Closer Look at Goal Orientation*. Florida International University.

UCF Summer Mentoring Fellowship with Presentation:

Matioli, A. (2016, August). Extraversion Personality Facets and Turnover: A Meta-Analysis. Presentation to peers and mentors at the summer research showcase, Orlando, FL.

Required Non-Thesis Master's Research with Presentations:

Lawrence, D., & Rohani, J. (2017, March). Extraversion and socialization tactics as they relate to commitment and turnover. Poster presented at the University of Central Florida Graduate Research Forum, Orlando, FL.

Hohman, K., Kushner, M., & Marsh, C. (2016, March). Exploring the mediated relationship of conscientiousness and organizational socialization tactics as related to turnover intention. Poster presented at the University of Central Florida Graduate Research Forum, Orlando, FL.

Committee Member

Doctoral Dissertations:

Jacobs, Holly (2013). Committee Chair: Chockalingam Viswesvaran, Florida International University.

Sanderson, Kristin R. (2012). Committee Chair: Chockalingam Viswesvaran, Florida International University.

Gregory, Paul J. (2010). Committee Chair: Chockalingam Viswesvaran, Florida International University.

Whitman, Daniel S. (2009). Committee Chair: Chockalingam Viswesvaran, Florida International University.

Master's Theses:

Pelkey, Miranda (2016). Committee Chair: Barbara Fritzsche, University of Central Florida.

Duniewicz, Krzysztof (2012). Committee Chair: Jesse S. Michel, Florida International University.

Drew, Erica N. (2011). Committee Chair: Chockalingam Viswesvaran, Florida International University.

Edun, Anya T. (2011). Committee Chair: Jesse S. Michel, Florida International University.

Newness, Kerry A. (2011). Committee Chair: Jesse S. Michel, Florida International University.

Honors Theses:

Rosado, Dayanara (2016). Committee Chair: Steven L. Berman, University of Central Florida.

Gebben, Alissa (2015). Committee Chair: Barbara Fritzsche, University of Central Florida.

Inda, Janeel (2009). Committee Chair: Ryan Winter, Florida International University.

SERVICE AND PROFESSIONAL ACTIVITIES

Professional:

Society for Industrial and Organizational Psychology annual conference, Orlando, FL. (2017, April).

Discussant. In Lu Zheng & Jinyan Fan (Symposium Co-Chairs) *Warnings against Faking on Personality Tests: Emerging Approaches and Findings*.

Submissions Reviewer.

Judging Panelist for the 2015 Consulting Challenge, hosted by Optum Health and Minnesota State University at Mankato.

CUR Institute for Undergraduate Research in the Social Sciences, 2015. Participant.

RFP Review Boards for City of Miami Police promotional exam development, 2013; Firefighter promotional exam development, 2012.

Greater Miami Society for Human Resource Management, Professional Development Committee (2009-2010), Membership Committee (2011).

Ad Hoc Reviewer for *Human Performance* (2007-2014), *European Journal of Work and Organizational Psychology* (2012), *Canadian Journal of Behavioural Science* (2012, 2014), *Journal of Behavioral Medicine* (2011), *Journal of Occupational and Organizational Psychology* (2010-2011).

Southern Management Association, 2006. Session Chair, Discussant.

Society for Industrial and Organizational Psychology Convention, 2005. Registration Volunteer.

University:

MS in I/O Psychology Program Committee, University of Central Florida, Member 2013-present, Chair 2015-2016, 2018-2019.

Advisory Committee to the Chair, University of Central Florida Psychology Department, Member 2015-2016, 2018-2019.

Faculty Fellow in High Impact Practices, College of Sciences, University of Central Florida, 2017-2018.

Undergraduate Curriculum and Standards Committee, College of Sciences, University of Central Florida, Member 2015-2017.

Judge for the Fourteenth Annual Graduate Research Forum, University of Central Florida, April 4, 2017.

Conducted graduate workshop on Career and Professional Development using Online Network Profiles, University of Central Florida. April, 2016.

Faculty Search Committee, University of Central Florida. Assistant Professor in Industrial/Organizational Psychology, Co-chair 2015-2016.

Faculty Search Committee, University of Central Florida. Associate/Full Professor in Industrial/Organizational Psychology, Member 2015-2016.

Clinical Assistant/Associate Professor Promotion Guidelines Committee, University of Central Florida Psychology Department, 2014-2015.

Strategic Planning Task Force. Florida International University Psychology Department 2008-2012.

Undergraduate Curriculum Committee. Florida International University Psychology Department 2008-2013.

Faculty Search Committees, Florida International University. Coordinator/Instructor for Research Methods, 2011-2012 and Assistant Professor in Industrial/Organizational Psychology, 2008-2009, 2010-2011.

Faculty Search Committee, University of South Florida. Assistant Professor in Industrial-Organizational Psychology, 2005-2006.

Graduate Student Recruitment Committee, Florida International University. I/O Program Representative 2008, 2009; Member 2010-2013.

Community:

Service Learning Project for Leadership Seminole, January-May, 2016. Survey development project and presentation of results and recommendations concerning alumni ideas and engagement.

EXTERNAL FUNDING APPLICATIONS

Tellez, R. D. (P. I.), **Pace, V. L.** (Co-P. I.), & Groulx, C. (Co-P. I.). *Organizational socialization: Effects of onboarding strategies on employee commitment, job satisfaction, turnover intentions, and voluntary turnover*. Co-wrote grant application and developed research design and surveys for study of the effects of implementing institutionalized socialization procedures on employee retention and related attitudinal variables within a large health care organization. Submitted to the Society for Human Resource Management (SHRM). \$107,670.73 requested. Not funded. Revise and resubmit recommended by agency (one of only three such recommendations given to proposals from that round).

Borman, W. C. (P.I.), Miller, J., & **Pace, V. L.** *Improving Staff Retention at Therapeutic Communities*. Co-wrote grant application for study of selection interventions to address turnover among staff at drug treatment facilities submitted to National Institute of Drug Abuse (NIDA). \$577,673. Not funded.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Society for Industrial and Organizational Psychology
Academy of Management