

VITA

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EDUCATION

Doctor of Philosophy, Organizational Behavior, A. B. Freeman School of Business, Tulane University, 2005

Masters of Business Administration, Butler University, 1980

Bachelor of Arts, General Program of Liberal Studies, University of Notre Dame, 1978

Bachelor of Science, Accounting, Guilford College, 1989

CERTIFICATIONS

Certified Public Accountant (CPA), North Carolina, April 1995.

ACADEMIC EMPLOYMENT HISTORY

Assistant Professor of Industrial Organizational Psychology (August 2001 to Present). The University of Tennessee at Chattanooga. Courses taught include the following:

Psych 101 – Introduction to Psychology

Psych 406 – Introduction to Industrial Organizational Psychology

Psych 431/Psych 596 – Advanced Social Psychology – Stereotyping, Prejudice & Discrimination

BMGT 529 – EEO Management – Employment Discrimination Law

Psych 506 – Motivation in the Workplace

Psych 516 – Training and Development

Psych 520 – Groups and Teams in Organizations

Psych 536 – Practicum in I/O Psychology

Instructor. (2000). Introduction to Organizational Behavior. Tulane University.

Teaching Assistant. (1999). Tulane University

Research Assistant (1996-2001). Tulane University

PUBLICATIONS IN REFEREED JOURNALS

O'Leary, B. J., Van de Walle, H., & Weathington, B. (in press). *Sweeping Up: The line between can and can't in series competition. Athletic Insight.*

O'Leary, B. J., & Weathington, B. (2006). Beyond the business case for diversity. Theory piece that suggests the business case is an inadequate rationale for implementing diversity policies. *Employee Responsibilities and Rights Journal, 18(4)*, 1-10.

- Trumpeter, N., Watson, P. J., & O'Leary, B. J. (2006). Factors within multidimensional perfectionism scales: Complexity of relationships with self-esteem, narcissism, self-control, and self-criticism. *Personality and Individual Differences, 41*, 849-860.
- Watson, P. J., Trumpeter, N., O'Leary, B. J., Morris, R. J., & Culhane, S. E. (2006). Narcissism and self-esteem in the presences of imagined others: Supportive and destructive object representations and the continuum hypothesis. *Imagination, Cognition and Personality, 25(3)*, 253-268
- Trumpeter, N. N., Watson, P. J., & O'Leary, B. J. Self-functioning and perceived parenting: Relationships of parental empathy and love inconsistency with narcissism, depression, and self-esteem. Under review at the *Journal of Genetic Psychology*.

RESEARCH IN PREPARATION

- Durham, C.R., Weathington, B.L., Cothran, D.L., & O'Leary, B.J. (under review). Racial Identity and Hiring Decisions in an All-Black Sample. Submitted for review to *Journal of Social Psychology*.
- O'Leary, B. J. *All we need is...Justice? An examination of the relationship between justice and the desired outcomes of diversity management.*
- O'Leary, B. J., Suchy, P., Maun, L., Pickett, R. L., Biderman, M., & Johnson, J. *The effects of Smoking, Stress, Diet and Exercise on Metabolic Syndrome and Health Care Claims.*
- O'Leary, B. J., Suchy, P., and Maun, L. *Reducing modern racism through value change: The effect of Rokeach's self-confrontation technique on modern racism.*
- Suchy, P., Maun, L., Pickett, R. L., Barakat, C., & O'Leary, B. J. *Multiple Intelligences, health related behaviors and organizational outcomes.*
- Buck, J. A., O'Leary, B. J. & Weathington, B. *Superficial influences in hiring: Ageism and resume evaluation.*
- O'Leary, B. J., & Turillo, C. J. *Dissecting the components of goal commitment and their effect on individual performance.*

PEER-REVIEWED CONFERENCE PRESENTATIONS

- Simmons, N. M., Watson, P. J., & O'Leary, B. J. (2007). *Adaptive and maladaptive perfectionism in relation to goal orientation styles.* Poster presented at the 2007 Southeastern Psychological Association conference, New Orleans, LA.
- O'Leary, B. J., & Goldberg, C. (2006). *Theoretical bases for fairness and diversity effects: Linking the two together.* Presented at the Professional Development Workshop on diversity and fairness in teams at the sixty-sixth annual meetings of the Academy of Management, Atlanta, GA.
- Weathington, B., & O'Leary, B. J. (2006). *It's Not Just About the Cash: Understanding Employee Perceptions of Compensation and Benefits.* Symposium presented at the second annual River Cities Industrial Organizational Psychology Conference sponsored by Northern Kentucky University, Highland Heights, KY.
- Davison, H. K., & O'Leary, B. J. (2005). *The failure of the ADA: Why don't individuals with disabilities request accommodations?* Paper presented at the annual meetings of the Southern Management Association, Charleston, SC, November, 2005.
- O'Leary, B. J. (2005). *The effects of racial diversity on group performance: Freeing reality from perception.* Paper presented at the 65th annual meeting of the Academy of Management, Honolulu, Hawaii.

- O'Leary, B. J., & Weathington, B. (2004). *Diversity is! An examination of the diversity literature as it relates to minority selection and retention in organizations*. Paper presented as part of a practitioner's forum at the 19th annual The Society for Industrial Organizational Psychology (SIOP) Conference, Chicago, IL, April 2004.
- Konovsky, M. A., Villanueva, C., & O'Leary, B. J. (2001). *Further developments of a social exchange model of organizational citizenship behavior*. Paper presented at the Iberoamerican Academy of Management, Mexico City, December 2001.
- Dietz, J., Deitch, E. A., Hayes, E. L., & O'Leary, B. J. (1999). *Discriminatory Workplace Behaviors Against Blacks: A Multidimensional Scaling Study*. Poster session presented at the 14th Annual The Society for Industrial and Organizational Psychology (SIOP) Conference, Atlanta, GA.
- O'Leary, B. J. (1999). *Diversity and the Development of Trust in Groups: Isn't It About Time?* Presented at the Academy of Management Industrial Organizational / Organizational Behavior (IOOB) Graduate Student Conference, Washington, DC.
- O'Leary, B. J. (1998). *Reducing Modern Racism Through Value Change: The Effect of Rokeach's Self-Confrontation Technique on Modern Racism*. Presented at the Academy of Management Industrial Organizational / Organizational Behavior (IOOB) Graduate Student Conference, San Diego, CA.
- O'Leary, B. J. & Franklin, T. J. (1997). *A New Social Psychological Perspective on Motivation: The Role Of Framing*. Academy of Management Industrial Organizational / Organizational Behavior (IOOB) Graduate Student Conference, Roanoke, VA.

OTHER PRESENTATIONS

- O'Leary, B. J. (2006). *Diversity: And justice for all?* Presented as a part of The University of Tennessee at Chattanooga 2006 Psychology Department Colloquium Series, Chattanooga, TN, October 18, 2006.
- O'Leary, B. J. (2005). *What is Industrial Organizational Psychology?* Invited speaker sponsored by the CANDAX-ME McNair Program at Clark Atlanta University.
- O'Leary, B. J. (2005). *The Genesis of a Research Idea: My Doctoral Journey*. Invited speaker at Clark Atlanta University.

NON-REFEREED PUBLICATIONS

- O'Leary, B. J. (2005). *The effects of racial diversity on group performance: Freeing reality from perception*. Doctoral Dissertation. Tulane University.
- O'Leary, B. J. (2006). Chapter Powerpoint slides published as a supplement to Schultz, D. P., & Schultz, S., *Psychology and Work Today* (9th Ed.). Upper Saddle River, NJ: Prentice Hall.

CONFERENCE PARTICIPATION

- Session Chair. (2007). *Justice and the role of managers*. Sixty-seventh annual meeting of the Academy of Management, Philadelphia, PA.
- Panel Member (2005). *Teams, diversity and fairness: A colloquium to discuss integration of the diversity and fairness literatures*. Sixty-fifth annual meeting of the Academy of Management, Honolulu, Hawaii.
- Session Chair. (2001). *Leadership/Diversity/Communication: Personal Style Effects in Organizational Behavior*. Forty-third annual meeting of the Southwest Academy of Management, New Orleans.

Conference Submission Reviewer (2005-2007). Reviewed submissions to the annual meetings of Academy of Management (Gender & Diversity in Organizations and Organizational Behavior divisions) and the Society for Industrial Organizational Psychology (SIOP).

GRANTS

2005. Awarded \$22,000 from the Chattanooga Health and Performance Institute in support of a Center for Disease Control (CDC) grant to investigate the effects of stress, smoking, diet and exercise on health care claims. Dr. Gary Wilkerson was Primary Investigator. Funding used to support efforts of four Psychology graduate students in related research activities through October 2006.

2003. Awarded a \$1,500 Instructional Excellence Grant from the University of Tennessee at Chattanooga to improve the multimedia and distance learning capabilities of our I/O masters program.

2002. Awarded a \$6,000 grant from the Center of Excellence for Computer Applications (CECA), Computer Curricular Integration unit (CCI) at University of Tennessee at Chattanooga, toward the development of a training lab in Holt Hall to support both academic and commercial needs. Dr. Mike Biderman was co-applicant.

AWARDS

1998 Lyman Porter Award for Best Student Paper, Organizational Behavior Division, Academy of Management: *Reducing modern racism through value change: The effect of Rokeach's self-confrontation technique on modern racism*. Presented at the Academy of Management Industrial Organizational / Organizational Behavior (IOOB) Graduate Student Conference, San Diego, CA.

MASTER'S THESES DIRECTED

Gooch, Andrea E. (2005). *Delay of gratification in aberrant self-promoters*.

Suchy, Paula A. (2007). *The moderating effect of interracial friendship on personality and racial attitudes*.

Maun, Luisa J. (2007). *Is fairness in the eye of the beholder? Perceptions of organizational justice as a moderator of Asians' attitudes toward affirmative action*.

HONORS STUDENT PROJECTS DIRECTED

Mcaloon, C. (in preparation). *Is it a two-way street? Racial attitudes and interracial anxiety*.

Moore, L. M. (in preparation). *Differential effects of work-family conflict interventions on women and men*.

Whitt, D. M. (in preparation). *The unintended effects of affirmative action: An extension of Heilman's work on the stigma of incompetence*.

CONSULTING, COMMUNITY SERVICE AND RESEARCH APPLICATION

- Working with ABS Consulting to perform process reengineering and job analysis for the international oil industry. This includes recent work with the Kuwait Oil Company (KOC) to perform job task analyses for their operations personnel, and similar work for PDVSA, the national oil company of Venezuela, in 2006. Included extended stays in Kuwait and Venezuela to perform employee interviews.
- Acted as consultant for development of training program on web-based tools for employees of Realty Center GMAC, Chattanooga, TN

- Worked with O&P Associates, Inc., as an Organizational Development consultant. Provided paid practicum hours for Andrea Elkins, an I/O masters student.
- Presented Organizational Development proposal to the Institute for Nuclear Powerplant Operators (INPO) in Atlanta, GA.
- Provided a training program review for the City of Chattanooga Police Department
- Provided proposal to Hamilton County government for development and implementation of a training program for new, first-line county supervisors
- Member of Our Lady of Perpetual Help Principal Search Committee

UNIVERSITY SERVICE

- Project manager for reengineering of the Student Services processes and interfaces to provide a one-stop shop for UTC Admissions, Financial Aid and Bursar functions. Working with the Assistant Provost for Academic Administration and the Directors of each area, the project entails organizing a process management team of five to seven subject matter experts who will review existing processes, make recommendations on how these processes should be restructured, then coordinate implementation of the new structure. This project will last approximately 10 months and will provide approximately 200 coop hours to two IO grad students at \$10 an hour.
- Expend a significant amount of time providing academic advisement to current and prospective Psychology majors on a consistent basis throughout the year.
- Responsible for ongoing presentation of Human Resource Development training module for the Human Resource Certification Institute (HRCI) sponsored by the Society for Human Resource Management (SHRM) in support of the UTC Continuing Education Division of the Metropolitan College.
- Meet and advise prospective UTC students, including those interested in the Honors program, to promote both the University and the Department of Psychology in support of UTC Admissions.
- Assist UTC athletic department by advising football recruits and their parents about the requirements and benefits of a Psychology degree from our program.
- Participated as an instructor in the Fresh Life program which provides an integrated academic and social experience for participating freshmen to help in their transition to college life during their first semester at UTC.
- Member of Graduate Council (2004 to present).
- Member of Provost's committee for conferring honorary degrees which voted to award a degree to Ruth Holmberg.
- Member of faculty search committees for the Department of Psychology.
- Judge for regional Science Fairs held at UTC.
- Organized ongoing dialog between faculty in Psychology and the UTC Business school to promote cooperative course development, scheduling and joint research initiatives.
- Represented UTC as member of the Tennessee Valley Corridor working with the National Council on Readiness and Preparedness (NCORP) to create a national program for preparing city authorities to deal with natural and man-made emergencies.
- Participated in Employee Satisfaction focus group.

- Member of EDO committee to review and modify procedures for UTC Faculty performance evaluations
- Member of University of Tennessee system-wide task force on training and communication planning to assist with initiative to improve hiring processes.
- Member of Training and Development committee investigating improvement of Training and Development at the University of Tennessee at Chattanooga

PROFESSIONAL MEMBERSHIPS

Member, Academy of Management (AoM). Divisions: Organizational Behavior, Gender and Diversity in Organizations

Member, The Society for Industrial and Organizational Psychology (SIOP)

Member, The American Psychological Association (APA)

Member, Southern Management Association (SMA)

Member, Round Table Group

NON-ACADEMIC EMPLOYMENT HISTORY

LUCENT TECHNOLOGIES, INC. (formerly AT&T and Western Electric) ADVANCED TECHNOLOGY SYSTEMS (ATS) - 1982 TO 1996

- January 1993 to June 1996 - Project Team Leader - Financial Systems Reengineering – Led successful project to develop and implement new billing and accounts receivable systems for ATS. Included job and task analysis, and training program development.
- November 1991 to January 1993 - Financial Manager – Responsible for preparation and reporting of financial data for Navy programs.
- June 1987 to November 1991 - Senior Government Audit Liaison Coordinator – Responsible for representing the company in overhead rate negotiations with U.S. government auditors and contract administrators.
- June 1986 to May 1987 - Billing and Results Supervisor – Supervised efforts of 12 employees responsible for all billing to DoD customers.
- January 1985 to May 1986 - Accounting Specialist - Audit Liaison – Assisted in the development and negotiation of overhead rates for U.S. government contracts.
- October 1983 to January 1985 - Contracting Specialist – Responsible for negotiation of terms and conditions of DoD contracts.
- April 1982 to September 1983 - Contracting Associate – Assisted in development of contract terms and conditions. Also responsible for addressing compliance issues related to Federal Acquisition Regulations (FAR).