

Curriculum Vitae

BART L. WEATHINGTON, Ph.D.

The University of Tennessee at Chattanooga
Department of Psychology #2803
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Chattanooga, TN 37403-2598
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EDUCATION

University of Houston

Ph.D., Industrial/Organizational Psychology, 2004

Dissertation Title: *Valuing Benefits: An Investigation into the Perceived Value of Non-Wage Employee Benefits*

Committee: Allan P. Jones (Chair), James E. Campion, Kirsten Poehlmann, Steve Werner

M.A., Industrial/Organizational Psychology, 1999

Thesis Title: *Benefits as Rights: Benefits from the Employee Perspective*

Committee: Lois E. Tetrick (Chair), Chet Robie, Steve Werner

University of New Orleans

B.A., Psychology, 1994

ACADEMIC EMPLOYMENT

The University of Tennessee at Chattanooga (tenured 2008)

08/2008 – present UC Foundation Associate Professor, Department of Psychology

08/2007 – 07/2008 UC Foundation Assistant Professor, Department of Psychology

08/2002 – 07/2007 Assistant Professor, Department of Psychology

Waynesburg College

09/2001 – 08/2002 Adjunct Faculty, College of Graduate and Professional Studies

University of Houston

08/1994 – 12/1998 Instructor/Teaching Fellow, Department of Psychology

University of Houston/NASA Johnson Space Center

06/1995 – 05/1996 Research Assistant, Virtual Environment Technology Laboratory

TEACHING EXPERIENCE

Undergraduate:

Government Regulation of HRM

Introduction to I-O Psychology

Introduction to Psychology

Organizational Psychology

Psychological Tests and Measurements

Research Methods

Sport Psychology

Graduate:

Applied Research

Applied Sport Psychology

Business Statistics

Compensation & Benefits

Foundations of Business

I-O Consulting

Job Analysis and Performance Measurement

Organizational Development

Personnel Selection

Independent Study: Compensation & Benefits, Management Consulting, Economic Psychology, Individual Research, Psychology and Social Networking, Psychology of Money, Sociology of Sport, Sport Psychology, Thesis Preparation

APPLIED/PROFESSIONAL EXPERIENCE

- WECO Solutions 1/02 - present
Chattanooga, TN
Principal & Managing Consultant
- Development Dimensions International 12/99 - 11/01
Pittsburgh, PA
Research Consultant – Center for Applied Behavioral Research
Consultant – Selection and Assessment Consulting
- Jeanneret & Associates 9/97 - 9/99
Houston, TX
Research Associate
- The Vandaveer Group 11/96 - 9/97
Houston, TX
Assessor/Interviewer
- City of Houston 5/96-11/96
Houston, TX
Item Writer/Job Analyst – Classified Testing Division
- New Orleans Civil Service 1/94-5/94
New Orleans, LA
Item Writer – Test Development and Validation Unit

GRANTS

- University of Chattanooga Foundation Instructional Excellence Grant:
\$1,500 for the acquisition of Selection & Job Analysis Equipment (for use in PSY 512 Job Analysis & PSY 527 Personnel Selection), 2004

BOOKS

- Weathington, B.L.**, Cunningham, C.J.L., & Pittenger, D.J. (2010). *Research Methods for the Behavioral and Social Sciences*. New Jersey: John Wiley & Sons, Inc. ISBN: 978-0470458037
- Weathington, B.L.**, Cunningham, C.J.L., O’Leary, B.J. & Biderman, M.D. (under contract). *Applied Psychology in Everyday Life*. Cambridge Scholars Publishing.
- Weathington, B.L.**, Cunningham, C.J.L., & Pittenger, D.J. (under contract). *Understanding Business Research*. New Jersey: John Wiley & Sons, Inc.
- Cunningham, C.J.L., **Weathington, B.L.**, & Pittenger, D.J. (under contract). *Medical Research*. New Jersey: John Wiley & Sons, Inc.

BOOK CONTRIBUTIONS

- Weathington, B.L.** & Weathington, J.G. (in press). Psychology and Money: Pay, Motivation, and Financial Decisions. In B.L. Weathington, C.J.L. Cunningham, B.J. O’Leary, & M.D. Biderman (Eds.), *Applied Psychology in Everyday Life*. Cambridge Scholars Publishing.
- Muchinsky, P.M., O’Leary, B.J., & **Weathington, B.L.** (in press). Psychology and Work. In B.L. Weathington, C.J.L. Cunningham, B.J. O’Leary, & M.D. Biderman (Eds.), *Applied Psychology in Everyday Life*. Cambridge Scholars Publishing.
- Biderman, M.D. & **Weathington, B.L.** (2007). Review of Mechanical Technician A. In K.F. Geisinger, R.A. Spies, J.F. Carlson, & B.S. Plake (Eds.), *The Seventeenth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.

BOOK CONTRIBUTIONS (continued)

- Weathington, B.L.** (2001). Correlation. In J. Michie (Ed.), *Reader's Guide to the Social Sciences*. London: Fitzroy Dearborn Publishers.
- Weathington, B.L.** (2001). Job Design. In J. Michie (Ed.), *Reader's Guide to the Social Sciences*. London: Fitzroy Dearborn Publishers.
- Weathington, B.L.** (2001). Job Enrichment. In J. Michie (Ed.), *Reader's Guide to the Social Sciences*. London: Fitzroy Dearborn Publishers.

JOURNAL PUBLICATIONS

*denotes student co-author

- Weathington, B.L.** & *Reddock, C.M. (in press). Equity Sensitivity in "Fringe" Benefit Value and Satisfaction. *Journal of Behavioral and Applied Management*.
- Weathington, B.L.** (2011). Whence Applied Science in a Person-Centric Work Psychology? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4(1), 136-137.
- Ghorbani, N., Watson, P.J., Hamzavy, F., & **Weathington, B.L.** (2010). Self-Knowledge and Narcissism in Iranians: Relationships with Empathy and Self-Esteem. *Current Psychology*, 29(2), 135-143.
- Tetrick, L.E., **Weathington, B.L.**, DaSilva, N., & Hutcheson, J. (2010). Individual Differences in Attractiveness of Jobs Based on Compensation Package Components. *Employee Responsibilities and Rights Journal*, 22(3), 195-211.
- Weathington, B.L.**, *Alexander, A.C., & *Rodebaugh, L.L. (2010). Coaching Influences on Student-Athlete Motivation, Stress, and Skill. *Athletic Insight*, 2(2), 89-105.
- Ghorbani, N., Watson, P.J., & **Weathington, B.L.** (2009). Mindfulness in Iran and the United States: Cross-Cultural Structural Complexity and Parallel Relationships with Psychological Adjustment. *Current Psychology*, 28, 211-224.
- O'Leary, B.J., *Durham, C.R., **Weathington, B.L.**, Cothran, D.L., & Cunningham, C.J.L. (2009). Racial Identity as a Moderator of the Relationship between Perceived Applicant Similarity and Hiring Decisions. *The Journal of Black Psychology*, 35, 63-77.
- Watson, P.J., *Simmons, N.M., **Weathington, B.L.**, O'Leary, B.J., & Culhane, S.E. (2009). Psychometric Analysis and Tentative Shortening of Survey of Personal Beliefs. *Journal of Rational-Emotive and Cognitive-Behavior Therapy*, 27, 201-212.
- *Amos, E.A. & **Weathington, B.L.** (2008). An Analysis of the Relationship between Employee-Organization Value Congruence and Employee Attitudes. *The Journal of Psychology*, 142, 615-631.
- Burke, L.A. & **Weathington, B.L.** (2008). Health insurance and job lock: Proposed consequences. *Employee Benefit Plan Review*, 63(2), 23-25.
- Cunningham, C.J.L., **Weathington, B.L.**, & Burke, L.A. (2008). Riding the Wellness Wave: Implications for Organizations. *Employee Benefit Plan Review*, 63(4), 7-9.
- *Hoiness, A.R., **Weathington, B.L.**, & *Cotrell, A.L. (2008). Perceptions of Female Athletes Based on Observer Characteristics. *Athletic Insight*, 10(1), 43-54.
- *O'Brien, R.S., *Smithson, J.N., **Weathington, B.L.**, & *Booher, L.R. (2008). Big Five Personality Characteristics and Commitment Levels in Romantic Relationships. *Modern Psychological Studies*, 13, 110-125.
- O'Leary, B.J., *Vande Walle, H.A., & **Weathington, B.L.** (2008). Series Sweeps in Competitive Situations: The Line between Can and Can't. *Athletic Insight*, 10(1), 55-65.
- *Trumpeter, N.N., Watson, P. J., O'Leary, B. J., & **Weathington, B.L.** (2008). Self-Functioning and Perceived Parenting: Relationships of Parental Empathy and Love Inconsistency with Narcissism, Depression, and Self-Esteem. *Journal of Genetic Psychology*, 169, 51-71.
- Weathington, B.L.** (2008). Income Level and the Value of Non-Wage Employee Benefits. *Employee Responsibilities and Right Journal*, 20, 291-300.
- Weathington, B.L.** & *Moldenhauer, H.A. (2008). Gender Role and Personality as Predictors of Peer and Self Leadership Evaluations. *E-Journal of Applied Psychology*, 4(1), 7-14.

JOURNAL PUBLICATIONS (continued)

- *Hayes, C.T. & **Weathington, B.L.** (2007). Optimism, Stress, Life Satisfaction, and Job Burnout in Restaurant Managers. *The Journal of Psychology, 141*, 565-579.
- *Baer, A., *Hayes, K.M., *Trumpeter, N.N., & **Weathington, B.L.** (2006). Gender Differences in Memory Recall. *Modern Psychological Studies, 12(1)*, 11-16.
- *Hopkins, S.M. & **Weathington, B.L.** (2006). The Relationships between Justice Perceptions, Trust, and Employee Attitudes in a Downsized Organization. *The Journal of Psychology, 140*, 477-498.
- *Hyde, R.E. & **Weathington, B.L.** (2006). The Congruence of Personal Life Values and Work Attitudes. *Genetic, Social, and General Psychology Monographs, 132*, 151-190.
- O’Leary, B.J. & **Weathington, B.L.** (2006). Beyond the Business Case for Diversity in Organizations. *Employee Responsibilities and Rights Journal, 18*, 283-292.
- Weathington, B.L.** & Jones, A.P. (2006). Measuring the Value of Non-Wage Employee Benefits: Building a Model of the Relationship between Benefit Satisfaction and Benefit Value. *Genetic, Social, and General Psychology Monographs, 132*, 292-328.
- Weathington, B.L.** & Tetric, L.E. (2000). Compensation or Right: An Analysis of Employee “Fringe” Benefit Perception. *Employee Responsibilities and Rights Journal, 12*, 141-162.

CONFERENCE PAPERS, PRESENTATIONS, AND INVITED ADDRESSES

*denotes student co-author

- *Green, J.A. & **Weathington, B.L.** (2011, February). *Relationship between Personal Life Values, Optimism, Anxiety, and Depression*. Poster presented at the 2011 Posters at the Capital, Nashville, TN.
- Cunningham, C.J.L. & **Weathington, B.L.** (2010, October). *Taking Your Education to the Next Level: Getting into Graduate School*. Presentation at the 6th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- *Green, J.A. & **Weathington, B.L.** (2010, October). *An Analysis of the Relationship between Personal Life Values, Optimism, Anxiety, and Depression*. Poster presented at the 6th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- *Houchin, G.T. & **Weathington, B.L.** (2010, October). *Authentic Leadership in Sports Teams*. Poster presented at the 6th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- *Sullivan, J.T., **Weathington, B.L.**, Metzger, R.L., & Warren, A.R. (2010, October). *Credibility Evolved: The Development of a New Measure of Perceived Credibility*. Poster presented at the 6th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- Weathington, B.L.** & O’Leary, B.J. (2010, October). *Diversity Is! Understanding the Real World of Work in the 21st Century?* Presentation at the 2010 Annual Convention of the Tennessee Psychological Association, Nashville, TN.
- *Worthy, R. & **Weathington, B.L.** (2010, October). *Perceived Job Insecurity on Delayed Entry into the Workforce*. Poster presented at the 6th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- Weathington, B.L.** (2010, August). *Communication and Miscommunication in the Workplace: Understanding Generational Differences*. Presentation to the 27th Annual Joint Conference on Juvenile Justice, Chattanooga, TN.
- Biderman, M.D. & **Weathington, B.L.** (2010, April). *Developing g-Loaded Selection Tests Without Adverse Impact*. Poster presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology. Atlanta, GA.
- Weathington, B.L.**, *Brown, T.G., Elliott, R., Cunningham, C.J.L., & O’Leary, B.J. (2010, March). *Understanding Organizational Deviance: The Role of Satisfaction and Stress*. Poster presented at the Annual Meeting of the Southeastern Psychological Association. Chattanooga, TN.
- Weathington, B.L.**, *Cunningham C.L., Cunningham, C.J.L., & O’Leary, B.J. (2010, March). *The Relation between Loyalty to Supervisor and Intent to Turnover*. Poster presented at the Annual Meeting of the Southeastern Psychological Association. Chattanooga, TN.

CONFERENCE PAPERS, PRESENTATIONS, AND INVITED ADDRESSES (continued)

- Weathington, B.L.**, *Rodebaugh, L.L., Cunningham, C.J.L., & Biderman, M.D. (2010, March). *An Evaluation of Alternate Realistic Job Preview Formats*. Poster presented at the Annual Meeting of the Southeastern Psychological Association. Chattanooga, TN.
- Weathington, B.L.**, *Smith, R.M., O'Leary, B.J., & Cunningham, C.J.L. (2010, March). *An Analysis of the Relationship between Personality and Leader Emergence*. Poster presented at the Annual Meeting of the Southeastern Psychological Association. Chattanooga, TN.
- *Trevor, T., O'Leary, B.J., Cunningham, C.J.L., & **Weathington, B.L.** (2009, November). *Organizational Justice, Equity Sensitivity, and Workplace Attitudes*. Paper presented at the Annual Meeting of the Southern Management Association. Asheville, NC.
- *Deason, A. & **Weathington, B.L.** (2009, October). *Job Attribute Preferences in a Downward Economy*. Poster presented at the 5th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- *McLaughlin, B.R. & **Weathington, B.L.** (2009, October). *Building Corporate Social Responsibility from the Grassroots: Individual Social Responsibility and its Role as a Key Piece in the CSR Puzzle*. Poster presented at the 5th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- Weathington, B.L.** (2009, October). *The Psychology of Money*. Presentation at the 5th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- *Bechtel, A.R. & **Weathington, B.L.** (2009, September). *The Effects of Alternative Sources of Information on the Selection Decision Making Process*. Paper presented at 17th Annual International Conference of the Association on Employment Practices and Principles, Montreal, Quebec, Canada.
- Houghton, J.D. & **Weathington, B.L.** (Chairs) (2009, September). *Changing Practices and Considerations in Human Resource Management*. Paper Session at the 17th Annual International Conference of the Association on Employment Practices and Principles, Montreal, Quebec, Canada.
- *Reddock, C.M. & **Weathington, B.L.** (2009, September). *Further Evaluation of the Relationship Between Equity Sensitivity and "Fringe" Benefit Valuation and Satisfaction*. Paper presented at 17th Annual International Conference of the Association on Employment Practices and Principles, Montreal, Quebec, Canada.
- Weathington, B.L.** (Chair & Discussant). (2009, September). *Ethics and Leadership in a Changing World of Work*. Paper Session at the 17th Annual International Conference of the Association on Employment Practices and Principles, Montreal, Quebec, Canada.
- Cunningham, C.L. & **Weathington, B.L.** (2008, November). *What Makes People Stay? Examining the Relationships among Self-Efficacy, Attachment to Supervisor, Organizational Commitment and Intent to Turnover*. Poster presented at the 4th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- *Reddock, C.M. & **Weathington, B.L.** (2008, November). *Equity Sensitivity in "Fringe" Benefit Valuation and Satisfaction*. Poster presented at the 4th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- *Rodebaugh, L.L., **Weathington, B.L.**, & Cunningham, C.J.L. (2008, November). *Employee job preferences and perceptions of recruiting and selection efforts*. Poster presented at the 4th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- *Rodebaugh, L.L. & **Weathington, B.L.** (2008, November). *The Effects of Implementing a Web-Based Realistic Job Preview on Applicant Attraction, Intentions to Pursue, and Job Acceptance Rates*. Poster presented at the 4th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- *Smallwood, M.E. & **Weathington, B.L.** (2008, November). *The Relationship Between Judgment, Motivation, And Athletic Performance*. Poster presented at the 4th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.

CONFERENCE PAPERS, PRESENTATIONS, AND INVITED ADDRESSES (continued)

- *Smith, R.M. & **Weathington, B.L.** (2008, November). *Personality and Leader Emergence in Groups*. Poster presented at the 4th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- Weathington, B.L.** (2008, September). *Leaders and Followers: Considering Both Sides of the Employment Equation*. Presentation to McKee Foods Corporation's Leader's Lunch, Collegedale, TN.
- *Brown, T.G. & **Weathington, B.L.** (2007, November). *Understanding Employee Deviance: The Role of Organizational Satisfaction, Job Satisfaction, and Stress*. Poster presented at the 3rd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- *Johnson, J.M. & **Weathington, B.L.** (2007, November). *Importance of Pay, Benefits, and Vacation to College Graduates*. Poster presented at the 3rd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- O'Leary, B.J. & **Weathington, B.L.** (2007, November). *Diversity Is! Now What Do We Do With It?* Presentation at the 3rd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- Weathington, B.L.**, Alexander, A.C., Smallwood, M.E., Brown, T.G., Johnson, J.M., & Zehel, L.A. (2007, November). *Athlete Motivation and Performance in Relation to Evaluations of Coach Likeability and Expertise: A Preliminary Analysis*. Poster presented at the 3rd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- *Amos, E.A. & **Weathington, B.L.** (2006, November). *Value Congruence and Employee Attitudes*. Poster presented at the 2nd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- *Durham, C.R. & **Weathington, B.L.** (2006, November). *Bias in Hiring Decisions: Analysis of an All Black Sample*. Poster presented at the 2nd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- *Lamb, T.R. & **Weathington, B.L.** (2006, November). *Individual Differences in the Relationships between Challenge and Hindrance Stressors and Learning Performance*. Poster presented at the 2nd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- *Moldenhauer, H.A. & **Weathington, B.L.** (2006, November). *Predictors of Emergent Leadership: Cognitive Ability, Emotional Intelligence, and Personality*. Poster presented at the 2nd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- *Pemmant, R.S. & **Weathington, B.L.** (2006, November). *Emotional Intelligence and Rational Choice*. Poster presented at the 2nd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- Weathington, B.L.** & O'Leary, B.J. (2006, November). *It's Not Just About the Cash: Understanding Employee Perceptions of Compensation and Benefits*. Presentation at the 2nd Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- Weathington, B.L.** (Chair). (2006, August). *Leadership's Role in Creating Perceptions of Fairness*. Paper Session at the annual meeting of the Academy of Management, Atlanta, GA.
- *Hyde, R.E. & **Weathington, B.L.** (2005, November). *The Congruence of Personal Life and Work Values: The Role They Play in the Workplace*. Poster presented at the 1st Annual River Cities Industrial-Organizational Psychology Conference, Highland Heights, KY.
- Weathington, B.L.** (2004, September). *Now What? What to Consider After Employee Selection is Done*. Presentation to the Monthly Meeting of SHRM Chattanooga, Chattanooga, TN.
- O'Leary, B.J. & **Weathington, B.L.** (2004, April). Diversity Is! Welcome to the Real World of Work in the U.S. In M. Morris (Chair), *Understanding Retention Issues in a Diverse Workforce*. Practitioner Forum presented at the 19th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Weathington, B.L.** & Bernthal, P.R. (2003, April). *Satisfaction with Performance Management Practices: Analysis of a Malaysian Sample*. Poster presented at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

CONFERENCE PAPERS, PRESENTATIONS, AND INVITED ADDRESSES (continued)

- Weathington, B.L.** & Tetrick, L.E. (2001, April). *An Examination of the Relationship between Income and the Perceived Value of “Fringe” Benefits*. Poster presented at the 16th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Bliss, J.P., Tidwell, P.D., Lyde, C.L., Lockett, J., **Weathington, B.L.**, & Loftin, R.B. (1998). Recognition of emotions as a function of display type and presentation style. *Proceedings of the Human Factors and Ergonomics Society 42nd Annual Meeting*. Santa Monica, CA: Human Factors and Ergonomics Society.
- Bliss, J.P., Tidwell, P.D., Lyde, C.L., **Weathington, B.L.**, & Loftin, R.B. (1997). An experimental evaluation of virtual reality for training teamed navigation skills. *Proceedings of the Human Factors and Ergonomics Society 41st Annual Meeting*. Santa Monica, CA: Human Factors and Ergonomics Society.
- Tetrick, L.E., DaSilva, N., Hutcheson, J., & **Weathington, B.** (1997, August). *The effects of compensation package components on the attractiveness of positions and the relations of individual differences in the relative importance of these components*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

TECHNICAL REPORTS

- Biderman, M.D. & **Weathington, B.L.** (2010). *Analysis of Dexterity Data for McKee Foods Corporation*. Collegedale, TN: McKee Foods Corporation.
- Walker, J.R. & **Weathington, B.L.** (2009). *Review and Validation of Physical Ability Testing Procedures for Industrial Capability Systems*. Chattanooga, TN: Industrial Capability Systems.
- Walker, J.R. & **Weathington, B.L.** (2009). *Methodological Review and Content Validation of Physical Ability Testing Process*. Chattanooga, TN: U.S. Xpress Enterprises, Inc.
- Baker, L. & **Weathington, B.L.** (2008). *Competency Profile and Structured Interview Responses: Certified Medical Illustrators*. Chattanooga, TN: The Association of Medical Illustrators.
- Wenz, L. & **Weathington, B.L.** (2008). *Chattanooga Area Society for HealthCare Human Resources Administration Compensation Survey*. Chattanooga, TN: CASHHRA.
- Weathington, B.L.** (2007). *Analysis of Group Difference on Overall Facets of the Hartman Value Profile (Standard Version – Byrum Method)*. Chattanooga, TN: BlueCross BlueShield of Tennessee.
- Weathington, B.L.** (2005). *Validation Analysis of the Job Candidate Profile for Arch Chemicals, Inc.* Chattanooga, TN: Arch Chemicals, Inc.
- Weathington, B.L.** & Roberts, D.P. (2005). *Validation Analysis of the Hartman Value Profile (Standard Version – Byrum Method)*. Chattanooga, TN: BlueCross BlueShield of Tennessee.
- Peters, L. & **Weathington, B.L.** (2005). *Chattanooga Area HealthCare Compensation Survey*. Chattanooga, TN: CASHHRA.
- Jeanneret, P.R., Jackson, A.S., **Weathington, B.L.**, Jackson, A.F., & McPhail, S.M. (1999). *Evaluation of Physical Ability and Written Tests for Entry-Level Firefighters*. Houston, TX: Jeanneret & Associates.
- Bliss, J.P., Tidwell, P.D., Loftin, R.B., Johnston, B.E., Lyde, C.L., & **Weathington, B.L.** (1996). *An Experimental Evaluation of Virtual Reality for Training Teamed Navigation Skills* (Tech. Rep. No. 96-01). Houston, Texas: University of Houston, Virtual Environment Technology Laboratory.
- Bliss, J.P., Tidwell, P.D., Lyde, C.L., Lockett, J., **Weathington, B.L.**, & Loftin, R.B. (1996). *Recognition of Emotional Displays Presented by Virtual Reality, 2-D Monitor, and Photographs* (Tech. Rep. No. 96-02). Houston, Texas: University of Houston, Virtual Environment Technology Laboratory.
- Weathington, B.L.** (1996, December). *Performance Management Practices Best Practice Review*. Houston, TX: Shell Oil Company.

PROFESSIONAL AFFILIATIONS/MEMBERSHIPS

Academy of Management
American Psychological Association
Association for Psychological Science
Sigma Xi, Scientific Research Society
Society for Industrial and Organizational Psychology
Southeastern Psychological Association
Southern Management Association
United States Fencing Association
United States Fencing Coaches Association

HONORS, AWARDS, and ACTIVITIES

National Merit Scholar
Louisiana Board of Regents “Certificate of Excellence”
University of New Orleans Taylor Scholar
Eagle Scout
UC Foundation Professorship (awarded 2007)

Chattanooga Fencing Club (Founding Coach, 2003-2006)
Tennessee Division United States Fencing Association (Chair, 2005-2006; Vice-Chair, 2006-2007; Secretary, 2007-2008)
United States Fencing Association Coaches’ College Certified Epee Coach
United States Fencing Association Rated Referee in Foil, Epee, and Sabre
United States Fencing Association Regional Organizing Committee (Member, 2010-present)
United States Fencing Association Tournament Committee (Member, 2004-2008)
University of Tennessee at Chattanooga Fencing Club (Coach & Faculty Advisor, 2002-present)

PROFESSIONAL COMMITTEES

- UTC Institutional Review Board (Chair, 2010-present; Member, 2008-2010)
- Human Resource and Policy Committee, Ronald McDonald House Charities of Chattanooga (Member, 2009-present)
- River Cities I-O Conference Organizing Committee (Coordinator, 2008, 2009, 2010, 2011)
- UTC Chapter of Sigma Xi, Scientific Research Society (Vice President, 2008-present; Member 2002-2008)
- UTC College of Business, Finance for the Future Initiative (Psychology Adviser, 2011-present)

EDITORIAL REVIEW

- Appointed as a Senior Peer Reviewer for *Athletic Insight* in September 2006
- Appointed as a Consulting Editor for *The Journal of Psychology* in January 2009
- Appointed to the Advisory Board for the *International Journal for Responsible Employment Practices and Principles* in February 2009

Reviewed one or more manuscripts for the following:

Journals:

Applied Psychology: An International Review
Athletic Insight
Employee Responsibilities and Rights Journal
International Journal for Responsible Employment
Journal of Applied Social Psychology
Journal of Black Psychology
Journal of Business and Psychology
Journal of Personality
Journal of Sports Sciences
Learning and Individual Differences
Personality and Individual Differences
The Journal of Psychology

Conferences:

Academy of Management
Association on Employment Practices and Principles
River Cities I-O Conference
Society for Industrial and Organizational Psychology
Southeastern Psychological Association

ACADEMIC ADVISING

Chaired the following Thesis Committees:

- Houchin, G. (2011). *Authentic Leadership in Sports Teams*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Kneip, C.M. (2011). *The Effects of Body Type on Perceived Competence*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Deason, A.M. (2010). *Job Attribute Preference in a Downward Economy*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- McLaughlin, B.R. (2010). *Individual Social Responsibility and Organizational Social Responsibility*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Sullivan, J.T. (2010). *Credibility in the Courtroom: The Relationship between Attorney Height and Gender and Perceived Credibility*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Cunningham, C.L. (2009). *What Makes People Stay? Examining the Relationships among Loyalty to Supervisor, Organizational Commitment and Intent to Turnover*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Reddock, C.M. (2009). *Equity Sensitivity in "Fringe" Benefit Valuation and Satisfaction*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Rodebaugh, L.L. (2009). *Evaluating Web-Based Realistic Preview Formats: Applicant Attraction, Intentions to Pursue, and Job Acceptance Decisions*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
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- Pemant, R.S. (2007). *Emotional Intelligence and Rational Choice*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Chaired the following Thesis Committees (continued):

- Hyde, R.E. (2006). *The Congruence of Personal Life and Work Values: The Role They Play in the Workplace*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Hayes, C.T. (2005). *Does Optimism Moderate the Relationship between Stress and Job Burnout in Restaurant Managers?* Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Hopkins, S.M. (2005). *A Study of the Relationship between Justice Perceptions, Trust, and Employee Attitudes in a Downsized Organization*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Humphrey, J.G. (2005). *Optimism in the Workplace: Job Satisfaction, Affective Commitment, and the Use of OCBs*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Chaired the following Undergraduate Departmental Honors Thesis Committee:

- Alexander, A.C. (2008). *Coaching Influences on Motivation, Stress, and Personality as Perceived by Student-Athletes*. Unpublished undergraduate honor's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Currently co-chairing the following Dissertation Committee:

- Leffler, B. (in preparation). *Male Athlete Perceptions of Sport Participation and Retirement from Active Competition*. Unpublished doctoral dissertation, University of Tennessee at Chattanooga, Chattanooga, TN.

Currently chairing the following Thesis Committees:

- Fasczewski, K. (in preparation). *So You Are Having a Bad Day; Gender, Goal Orientation and In-Competition Attrition Rate in Competitive Cyclists*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Dalluge, J. (in preparation). *The Moderating Role of Stress in the Relationship of Optimism and Equity Sensitivity*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.
- Johnson-Murray, R. (in preparation). *Predictors of Turnover Intentions: Big Five Personality traits and Subordinate-Superior Relationships*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Served on numerous other committees as a member