

Curriculum Vitae

BART L. WEATHINGTON, Ph.D.

The University of Tennessee at Chattanooga
Department of Psychology
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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

08/2007 – present 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

Business Statistics

Compensation & Benefits

Foundations of Business

I/O Consulting

Job Analysis and Performance Measurement

Organizational Development

Personnel Selection

Independent Study: Compensation & Benefits, Consulting, Economic Psychology / Psychology of Money, Individual Research, Sport Psychology, Thesis Preparation

PUBLICATIONS

- Amos, E.A. & Weathington, B.L. (in press). An Analysis of the Relationship between Employee-Organization Value Congruence and Employee Attitudes. *The Journal of Psychology*.
- O'Brien, R.S., Smithson, J.N., Weathington, B.L., & Booher, L.R. (in press). Couple Personality and Commitment Levels in Romantic Relationships. *Modern Psychological Studies*.
- Watson, P.J., Simmons, N.M., Weathington, B.L. & O'Leary, B.J. (in press). Psychometric Analysis and Tentative Shortening of Survey of Personal Beliefs. *Journal of Rational-Emotive and Cognitive-Behavior Therapy*.
- Weathington, B.L. (in press). Income Level and the Value of Non-Wage Employee Benefits. *Employee Responsibilities and Right Journal*.
- 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'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.
- 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. & Tetrick, L.E. (2000). Compensation or Right: An Analysis of Employee "Fringe" Benefit Perception. *Employee Responsibilities and Rights Journal, 12*, 141-162.

PAPERS, PRESENTATIONS, AND INVITED ADDRESSES

- 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.
- 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.

PAPERS, PRESENTATIONS, AND INVITED ADDRESSES (continued)

- Amos, E. & 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. & 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. & 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. & 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.
- Pemman, 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 September 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.
- 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.
- 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.
- 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.

PAPERS, PRESENTATIONS, AND INVITED ADDRESSES (continued)

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

- Baker, L. & Weathington, B.L. (2008). *Competency Profile and Structured Interview Responses: Certified Medical Illustrators*. Chattanooga, TN: The University of Tennessee at Chattanooga.
- Wenz, L. & Weathington, B.L. (2008). *Chattanooga Area Society for HealthCare Human Resources Administration Compensation Survey*. Chattanooga, TN: The University of Tennessee at Chattanooga.
- 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. (2005). *Chattanooga Area HealthCare Compensation Survey*. Chattanooga, TN: The University of Tennessee at Chattanooga.
- 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.

ARTICLES UNDER REVIEW

- O’Leary, B.J., Durham, C.R., Cothran, D.L., & Weathington, B.L. (2008). *Racial Identity and Hiring Decisions in an All-Black Sample*. Manuscript submitted for publication. Revise & Resubmit at *Journal of Black Psychology*.
- Humphrey, J.G. & Weathington, B.L. (2008). *Factors Relating to the Use of Organizational Citizenship Behaviors in a Healthcare Organization*. Manuscript submitted for publication.
- Moldenhauer, H.A. & Weathington, B.L. (2008). *Gender Role and Personality as Predictors of Peer and Self Leadership Evaluations*. Manuscript submitted for publication.
- Tetrick, L.E., Weathington, B.L., DaSilva, N., & Hutcheson, J.M. (2008). *Individual Differences in Attractiveness of Jobs Based on Compensation Package Components*. Manuscript submitted for publication.
- Weathington, B.L. & Alexander, A.C. (2008). *Coaching Influences on Motivation, Stress, and Personality as Perceived by Student-Athletes*. Manuscript submitted for publication.

BOOK IN PREPARATION

- Weathington, B.L., Cunningham, C.J.L., & Pittenger, D.J. (in preparation). *Essential Research Methods for the Behavioral and Social Sciences*.

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

APPLIED/PROFESSIONAL EXPERIENCE

WECO Solutions Chattanooga, TN Principal & Managing Consultant	6/02 - present
Development Dimensions International Pittsburgh, PA Research Consultant – Center for Applied Behavioral Research Consultant – Selection and Assessment Consulting	12/99 - 11/01
Jeanneret & Associates Houston, TX Research Associate	9/97 - 9/99
The Vandaveer Group Houston, TX Assessor/Interviewer	11/96 - 9/97

PROFESSIONAL AFFILIATIONS/MEMBERSHIPS

Academy of Management
American Psychological Association
Association for Psychological Science
Sigma Xi, Scientific Research Society
Society for Industrial and Organizational Psychology
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

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

EDITORIAL REVIEW

Reviewed one or more manuscripts for the following:

Journals:

Athletic Insight
Employee Responsibilities and Rights Journal
Journal of Black Psychology
Journal of Business and Psychology
Journal of Personality
Learning and Individual Differences
Personality and Individual Differences
The Journal of Psychology

Conferences:

Academy of Management
Society for Industrial/Organizational Psychology

ACADEMIC ADVISING

Chaired the following Thesis Committees:

Amos, E.A. (2007). *Evaluating the Relationship between Value Congruence and Employee Attitudes*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Durham, C.R. (2007). *Racial Identity and Hiring Decisions: Analysis of an All Black Sample*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Lamb, T. (2007). *Individual Differences in the Relationships between Challenge and Hindrance Stressors and Learning Performance*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Moldenhauer, H.A. (2007). *Predictors of Emergent Leadership: Gender Role and Personality*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Pemmant, R.S. (2007). *Emotional Intelligence and Rational Choice*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

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.

ACADEMIC ADVISING (continued)

Currently chairing the following Thesis Committees:

Bechtel, A. (in preparation). *The Effects of Alternative Information on the Selection Decision Making Process*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Boutwell, E. (in preparation). *Non-Financial Compensation and Lower Wage Jobs*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Brown, T.G. (in preparation). *Deviant Behavior, Work Stress, and Organizational Satisfaction*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Cunningham, C. (in preparation). *Employee Commitment and Job Retention*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Johnson, J.G. (in preparation). *Job Choice and Employee Preferences*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Reddock, C. (in preparation). *Non-Financial Incentives and Employee Compensation*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Rodebaugh, L. (in preparation). *Implementing Realistic Job Previews and Expectation Lowering Procedures*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Smith, R.M. (in preparation). *Personality and Leader Emergence*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Smallwood, M.E. (in preparation). *Leadership in Sport: An Integration of I/O and Sport Psychology*. Unpublished master's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Currently chairing the following Undergraduate Departmental Honors Thesis Committee:

Alexander, A.C. (in preparation). *An Analysis of Student Athlete Motivation and Evaluations of Coach Likeability and Technical Expertise*. Unpublished undergraduate honor's thesis, University of Tennessee at Chattanooga, Chattanooga, TN.

Served on numerous other thesis committees as a member