

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

Department Head, Department of Psychology (August 2011 to present). The University of Tennessee at Chattanooga

Coordinator of Masters of Science Program in Industrial Organizational Psychology (August 2010 to July 2011). The University of Tennessee at Chattanooga.

Associate Professor of Industrial Organizational Psychology (August 2009 to Present). The University of Tennessee at Chattanooga.

Assistant Professor of Industrial Organizational Psychology (August 2001 to July 2009). The University of Tennessee at Chattanooga.

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

Teaching Assistant. (1999). Tulane University

Research Assistant (1996-2001). Tulane University

COURSES TAUGHT

BMGT 529 – EEO Management – Employment Discrimination Law (2005-2010)

Psych 1010 – Introduction to Psychology as part of the **Fresh Life** program

Psych 3310 – Introduction to Social Psychology

Psych 4060 – Introduction to Industrial Organizational Psychology

Psych 5406 – Graduate Studies in Industrial Organizational Psychology

Psych 4310/Psych 5960 – Advanced Social Psychology – Stereotyping, Prejudice & Discrimination

Psych 5060 – Motivation in the Workplace

Psych 5160 – Training and Development

Psych 5200 – Groups and Teams in Organizations

Psych 5360 – Practicum in I/O Psychology

REFEREED PUBLICATIONS

- O'Leary, B. J. (under review). What we know: Justice is the ultimate goal. Response to focal article "What we know and don't: Eradicating Employment discrimination 50 years after the Civil Rights Act." *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Davison, H. K., O'Leary, B. J., Schlosberg, J. A., & Bing, M. N. (2009). Don't ask and you shall not receive: Why future American workers with disabilities are reluctant to demand legally required accommodations. *Journal of Workplace Rights, 14*(1): 49-73.
- O'Leary, B.J., Durham, C.R., Weathington, B.L., Cothran, D. L., & Cunningham, C. (2009). Racial Identity and Hiring Decisions in an All-Black Sample. *Journal of Black Psychology, 35*(1): 63-77.
- Hammond, V.L., Watson, P.J., O'Leary, B.J., & Cothran, D. L. (2009). Preliminary assessment of Apache hopefulness: Relationships with hopelessness and with collective as well as personal self-esteem. *American Indian and Alaska Native Mental Health Research: The Journal of the National Center, 16*(3): 42-51.
- O'Leary, B. J., & Turillo, C. J. (2008). Focusing on the Goal of Research. *Industrial and Organizational Psychology Perspectives on Science and Practice, 1*(4): 420-422.
- O'Leary, B. J. (2008). Say it ain't so (average) Joe! *Academy of Management Perspectives, 22*(3): 6-7.
- Maun, L J., & O'Leary, B. J. (2008). Same but different: Understanding Asians' attitudes toward affirmative action. *Modern Psychological Studies, 13*(3): 42-56.
- O'Leary, B. J., Van de Walle, H., & Weathington, B. (2008). Sweeping Up: The line between can and can't in series competition. *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*(1): 51-71.
- Watson, P. J., Simmons, N. M., Weathington, B. L., O'Leary, B. J., & Culhane, S. E. (2008). Psychometric analysis and tentative shortening of survey of personal beliefs. *Journal of Rational-Emotive and Cognitive-Behavior Therapy, 27*(4): 201-212.
- 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.

CURRENT RESEARCH

- O'Leary, B. J., & Cunningham, C. J. L. *A review of the Equity Sensitivity literature*. Currently preparing a review of the equity sensitivity literature with the intent of solidifying its theoretical base and creating a new measure of equity sensitivity that addresses some of the weaknesses of current measures.

O'Leary, B. J., Clayton, T. J., & Cunningham, C. J. L. *Perceived Subordinate Support and Its Impact on Supervisor Attitudes*. Continued research on the the PSubS scale initially presented at 2012 Society for Industrial Organizational Psychology (SIOP) conference in San Diego, CA.

REFEREED CONFERENCE PRESENTATIONS

Thompson, I. B., O'Leary, B. J., Cunningham, C. J. L., Biderman, M. D., & Carter, P. J. (under review). *The Effect of the Perceived Availability of Resources on the Appraisal of Challenge and Hindrance Stress by K-12 Teachers*. Submitted for presentation at the Annual Meetings of the Southern Management Association, New Orleans, LA, November 2013.

O'Leary, B. J., Clayton, T. J., & Cunningham, C. J. L. (2012). *Defining Perceived Subordinate Support*. Presented at the April 2012 Annual Meetings of the Society for Industrial Organizational Psychology, San Diego, CA.

O'Leary, B. J., & Weathington, B. L. (2010). Diversity is! Understanding the real world of work in the 21st Century? Presented at the 2010 Annual Convention of the Tennessee Psychological Association, Nashville, TN.

Weathington, B. L., Cunningham, C., O'Leary, B. J., & Cunningham, C. J. (2010). *The relation between loyalty to supervisor and intent to turnover*. Poster presented at the 2010 Southeastern Psychological Association conference, Chattanooga, TN.

Weathington, B. L., Smith, R., O'Leary, B. J. & Cunningham, C. J. (2010). *An analysis of the relationship between personality and leader emergence*. Poster presented at the 2010 Southeastern Psychological Association conference, Chattanooga, TN.

Weathington, B. L., Brown, T., O'Leary, B. J., & Cunningham, C. J. (2010). *Understanding organizational deviance: The role of satisfaction, and stress*. Poster presented at the 2010 Southeastern Psychological Association conference, Chattanooga, TN.

Trevor, T. B., O'Leary, B. J., Cunningham, C. J., & Weathington, B. L. (2009). *Organizational justice, equity sensitivity, and workplace attitudes*. Presented at the 2009 Southern Management Association conference, Asheville, NC.

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. L., & 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.

BOOK CHAPTERS AND OTHER PUBLICATIONS

- O'Leary, B. J., & Cunningham, C. J. L. (2012). Identifying the Scope of Work at Dixie Textiles, Inc.: A Case Study. Accepted for inclusion in D. L. Anderson (Ed.), *Cases and Exercises in Organization Development and Change*. Thousand Oaks, CA: Sage.
- Muchinsky, P. M., O'Leary, B. J., & Weathington, B. L. (2011). Psychology and work. In B.L. Weathington, C. J. L. Cunningham, B. J. O'Leary, & M. D. Biderman (Eds.), *Applied Psychology in Everyday Life*. New Castle upon Tyne, UK: Cambridge Scholars Publishing.
- O'Leary, B. J. (2009). Instructor's Manual and Chapter Powerpoint slides published as a supplement to Schultz, D. P., & Schultz, S., *Psychology and Work Today* (10th Ed.). Upper Saddle River, NJ: Prentice Hall.
- 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.
- O'Leary, B. J. (2005). *The effects of racial diversity on group performance: Freeing reality from perception*. Doctoral Dissertation. Tulane University.

OTHER PRESENTATIONS

- O'Leary, B. J., & Weathington, B. L. (2007). Diversity is! Now what are we going to do? Presented at the third annual River Cities Industrial Organizational Psychology Conference sponsored by Northern Kentucky University, Highland Heights, KY.
- 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.

CONFERENCE PARTICIPATION

- Conference Organizer and Co-chair. (2008-Present). *The Annual River Cities Industrial Organizational Psychology Conference*. The University of Tennessee at Chattanooga, Chattanooga, TN.
- Session Facilitator. (2010). *Collectivism: Effects on Motivation and Performance*. Seventieth annual meeting of the Academy of Management. August 6-10, 2010. Montreal, Canada.
- Discussant (2009). *The role of gender identity in explaining gender differences in leadership behaviors in decision-making teams*. Provided feedback for presentation made at the 2009 Southern Management Association conference, Asheville, NC.
- Organizer and Session Chair. (2009). *Are CEOs Overpaid?* Panel discussion presented at the twenty-fourth annual conference of the Society for Industrial Organizational Psychology held April 2-4, 2009 in New Orleans, LA.
- Session Facilitator. (2009). *Diversity: My gosh don't you get it yet?* Interactive poster session presented at the twenty-fourth annual conference of the Society for Industrial Organizational Psychology held April 2-4, 2009 in New Orleans, LA.
- Session Facilitator. (2008). *Diversity management interactive poster session*. Twenty-third annual conference of the Society for Industrial Organizational Psychology, San Francisco, CA.
- 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. On a regular basis, review multiple submissions to the annual meetings of Academy of Management (Gender & Diversity in Organizations, Organizational Development, and Organizational Behavior divisions), the Society for Industrial Organizational Psychology (SIOP), and Southern Management Association (SMA).

MASTER'S THESES DIRECTED

- Buford, C. (In progress). *Adventure Games as an Alternative Measure of Fluid Memory*.
- Thompson, I. (2013). *The Effect of the Perceived Availability of Resources on the Appraisal of Challenge and Hindrance Stress by K-12 Teachers*.
- Kott, J. (2012). *Ethical Relativism*.
- Evans, E. (2012). *Expatriate Adaptation*.
- Clayton, T. J. (2010). *Perceived Subordinate Support*.
- Day, B. (2010). *The effects of expectations on performance: Generalizing Galatea*.
- Trevor, T. B. (2009). *Organizational Justice, Equity Sensitivity, and Workplace Attitudes*.
- Ward, A. K. (2008). *Personality and culture as predictors of early expatriate assignment termination*.
- Milrod, Lucas (2008). *Does a social life matter at work? An examination of the relationship between social environment and perceptions of organizational justice*.
- Maun, L. J. (2007). *Is fairness in the eye of the beholder? Perceptions of organizational justice as a moderator of Asians' attitudes toward affirmative action*.

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

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

HONORS STUDENT PROJECTS DIRECTED

Stephens, L. (2011). *Ageist stereotypes among college students.*

Mcaloon, C. (2008). *Is it a two-way street? Racial attitudes and interracial anxiety.*

Moore, L. M. (2008). *Differential effects of work-family conflict interventions on women and men.*

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

Outstanding Reviewer – 2011 Annual Meetings of the Academy of Management, Organizational Behavior Division, San Antonio, TX.

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.

UNIVERSITY SERVICE

- Chair-elect for Academic Year 2013-14, UTC Council of Academic Department Heads. Responsible for planning and moderating meetings of Academic Department Heads from all colleges in the University.
- Chair of the Summer School Subcommittee of the Provost's Efficiency and Effectiveness committee tasked with developing a student-focused model for Summer School at UTC. Areas addressed included the structure and number of sessions, faculty compensation, developing policies and procedures, curriculum development, advertising and financial aid. The subcommittee's efforts resulted in the implementation of a streamlined summer school schedule in 2011 and paved the way for changes in compensation at both the instructor and college levels.
- Expend a significant amount of time providing academic advisement to current and prospective Psychology majors on a consistent basis throughout the year.
- Member of Graduate Council (2004 to 2011). Representative for both the Masters in Industrial-Organizational psychology and Psychology Research Masters programs.
- Member of Training Advisory Group (TAG) investigating improvement of Training and Development at the University of Tennessee at Chattanooga.

- Member of Diversity Training Group which is tasked with developing and presenting training programs related to diversity and inclusion for members of the UTC community.
- Member of Access and Diversity committee which works to distribute funds from the UC Foundation to promote diversity at UTC.
- Member of Efficiency and Effectiveness committee responsible for identifying and recommending to the Chancellor short- and long-term changes in organizational structure, processes and procedures to improve utilization of UTC resources.
- Member of Freshman Seminar Advisory Group exploring options for improving Freshman connection to the University with the goal of increasing retention.
- Responsible for 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.
- Member of Cultural Competence Group working to improve services of UT Medical School Chattanooga campus at Erlanger to its multicultural clientele.
- Representative for the College of Arts and Sciences to the UTC Committee on Diversity and Multicultural Affairs which is responsible for ensuring institutional compliance and response to diversity and multicultural issues.
- 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 (2007-2008). Worked with the Assistant Provost for Academic Administration and the Directors of each area, the project entailed organizing a process management team of five to seven subject matter experts who reviewed existing processes, made recommendations on how these processes should be restructured, and would have been responsible for coordinating the implementation of the new structure. This project lasted approximately 10 months and provided approximately 200 paid practicum hours to two I/O Masters students.
- Sponsor of annual invited talks at UTC by University of Notre Dame professors as part of the Hesburgh Lecture Series, in association with the Notre Dame Club of Chattanooga and the UTC Department of Psychology's Interdisciplinary Colloquium Series.
 - 2013. Dr. Agustin Fuentes, Department of Anthropology. *It's Not All Sex and Violence*.
 - 2011. Dr. Laura Carlson, Department of Psychology. *Deciding to be Green*.
 - 2010. Dr. James M. Frabutt, Department of Psychology. *Lost Innocence? Girls, Aggression, and Violence*.
 - 2009. Dr. Charles Crowell, Department of Psychology. *10 Best Practices in Employee Care*.
 - 2008. Dr. Cindy Bergeman, Department Head of Psychology. *Why we are who we are: Genetic and environmental influences on behavior*.
 - 2007. Dr. Walter Nicgorski. Program of Liberal Studies. *The Morality of the Liberal Arts*.
- 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 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 annual regional Science Fairs held at UTC.
- 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.

CONSULTING, COMMUNITY SERVICE AND RESEARCH APPLICATION

- Worked with Industrial Psychologists, Inc. to develop, implement and analyze an employee satisfaction survey and technical training modules for BP Oil facilities in Alaska. These projects provided paid internships for three graduate students in the I-O program.
- Presented 15, two-hour Diversity sensitivity training sessions to employees of a medium sized hospital in Anniston, AL, December 2010.
- Worked with Industrial Psychologists, Inc. to develop job descriptions for a large Salt processing company in Lyons, KS.
- Worked with Industrial Psychologists, Inc. to perform organizational and training development for an Oklahoma-based petroleum refinery. Job included approximately 600 paid hours of discipline-relevant work for each of five I-O masters students.
- Worked with Shaw Industries to perform job analyses, and develop training procedures for manufacturing positions at their plant in Chickamauga, GA. This included 200 paid practicum hours each for three I/O Masters students.
- Worked with Industrial Psychologists, Inc. to perform a diversity compliance review for Southern Mississippi Energy and Power Association (SMEPA) of examination materials used for promotion and development.
- Worked with ABS Consulting to perform process reengineering and job analysis for the international oil industry. This included work with the Kuwait Oil Company (KOC) in 2007 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

PROFESSIONAL MEMBERSHIPS

Member, Academy of Management (AoM). Divisions: Organizational Behavior; Organizational Development

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

Member, The American Psychological Association (APA)

Member, Southern Management Association (SMA)

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).