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Department of Psychology
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EDUCATION

University of Illinois at Urbana-Champaign
Ph.D., Industrial/Organizational Psychology (August, 2011)
Minor: Quantitative Psychology
Dissertation: *The Development and Evaluation of Effect Size Measures for CFA and IRT Studies of Measurement Equivalence*

University of Illinois at Urbana-Champaign
M.A., Industrial/Organizational Psychology (2006)
Thesis: *Two-Step Testing in Employee Selection: Is Score Inflation a Problem?*

Washington State University at Vancouver
B.S., Psychology and General Studies in Personnel Psychology (2003)

RESEARCH INTERESTS

Employee selection, assessment, and hiring
Organizational research methods and talent analytics
Individual differences at work and over time

ACADEMIC APPOINTMENTS

2026- present	Michigan State University, East Lansing, MI Professor, Organizational Psychology
2019- present	Michigan State University, East Lansing, MI Associate Professor, Organizational Psychology
2022- 2023	U.S. Naval Academy, Annapolis, MD Class of 1967 Leadership Research Fellow
2013- 2019	Michigan State University, East Lansing, MI Assistant Professor, Organizational Psychology

2011- 2013 Bowling Green State University, Bowling Green, OH
Assistant Professor, Industrial/Organizational Psychology

HONORS AND AWARDS

- *Fellow*, Society for Industrial and Organizational Psychology (SIOP) (2023)
- *Innovations in Assessment Award*, International Personnel Assessment Council (IPAC) (2020)
- *Early Career Achievement Award*, Academy of Management, Research Methods Division (2018)
- *M. Scott Myers Award for Applied Research in the Workplace*, Society for Industrial and Organizational Psychology (SIOP) (2015)
- *Distinguished Alumni Award*, Washington State University, Vancouver (2014)
- *Center for Human Resource Management Research Award*, University of Illinois at Urbana-Champaign (2011)
- *James C. Johnson Student Paper Award*, International Personnel Assessment Council (IPAC) (2011)
- *Graduate Student Scholarship*, Society for Industrial and Organizational Psychology (SIOP) (2010)
- *College Board Research Fellowship Award* (2009)
- *Nancy Hirschberg Award for Outstanding Research*, Department of Psychology, University of Illinois at Urbana-Champaign (2008)
- *Campus List of Teachers Ranked as Excellent by their Students* (Fall 2008)
- *Lyle H. Lanier Travel Award*, University of Illinois (2008)
- *Graduate College Travel Award*, University of Illinois (2008)

RESEARCH FUNDING

- Predictors of Stress, Burnout, and Turnover in Manufacturing Employees (PI). Funded by *General Motors LLC*.
Total costs: \$126,992.00 (2025)
- Using Assessments and Data Analytics to Improve Employee Productivity (PI). Funded by *Honeywell International Inc.*
Total costs: \$98,587.00 (2024-2025)
- Examining the effects of work on personality trait change in young adulthood (PI). Funded by the *National Science Foundation*.
Total costs: \$563,096.00 (2018-2023)
- AI-based decision support for linking workers with future jobs and for planning work transitions and career pathways (co-PI). Funded by the *National Science Foundation*.
Total costs: \$483,686.00 (2019-2021)
- Examining the employee selection process (PI). Funded by *TJX Companies, Inc.*
Total costs: \$31,498.14. (2019-2020)

- Examining the selection and assessment of insurance agents (PI). Funded by *IdealTraits, LLC*.
Total costs: \$15,806.00. (2019)
- Examining the use of machine learning for employee selection (PI). Funded by *Knox, LLC*.
Total costs: \$25,275.00. (2018-2019)
- Examining personality assessments for the selection of Soldiers in special duty assignments (PI). Funded by *DCG*.
Total costs: \$60,600.00. (2017-2019)
- Examining the Student Behavior and Experiences Inventory (SBEI) for academic admissions (Co-PI with Neal Schmitt and Ann Marie Ryan). Funded by *Michigan State University*.
Total Costs: \$248,542.00. (2014-2017)
- The validity of personality assessments for predicting Soldiers' attitudes and performance (PI). Funded by *DCG*.
Total costs: \$15,150.00. (2014)

PUBLICATIONS

Scholarly Articles

- Baker, N., Scott, W., **Nye, C. D.**, Park, H., & Chernyshenko, O. S. (in press) The many facets of leadership: A meta-analysis of personality facets, leader effectiveness, and emergence. *Journal of Applied Psychology*.
- Roemer, L., Schwaba, T., & **Nye, C. D.**, (in press). Age-graded and retirement-related interest development in later adulthood. *Journal of Personality and Social Psychology*.
- Demeke, S., Sackett, P. R., **Nye, C. D.**, Li, Y., & Kuncel, N. R. (in press). Is general mental ability still the best predictor of job performance? Integrating contemporary meta-analytic evidence. *Journal of Business and Psychology*.
- Roemer, L., **Nye, C. D.**, Hoff, K., & Su, R. (in press). The predictive validity of vocational interests for life outcomes across adulthood. *Journal of Personality and Social Psychology*.
- Allen, T. D., Avery, D. R., Braun, M. T., Campbell, E. M., Campion, E. D., **Nye, C. D.**, ... & Wu, C. H. (2026). Navigating the Trail Together: CLEAR Guidance for Authors and Reviewers at Personnel Psychology. *Personnel Psychology*, 79, 295-301.

- Li, W. D., Oh, I-S., Wu, C., **Nye, C. D.**, De Fruyt, F., Parker, S., & Lievens, F. (2025). From personality traits to personality dynamics: New approaches to personality research in organizations. *Journal of Organizational Behavior*.
- Hanna, A., Morris, M. L., Hoff, K. A., **Nye, C. D.**, Jones, K. S., & Rounds, J. (2025). Can everyone get interesting jobs? Estimating interest fit across gender, ethnicity, and education. *Applied Psychology*, 74(1), e12567.
- Ion, A., Miu, A., Iliescu, D., **Nye, C. D.**, & Georgescu, A. (2025). Events-Affect-Personality: A daily diary investigation of the mediating effects of affect on the events-personality relationship. *Psychological Reports*, 128, 1861-1886.
- Hanna, A., **Nye, C. D.**, Samo, A., Chu, C., Hoff, K. A., Rounds, J., & Oswald, F. L. (2024). Interests of the future: An integrative review and research agenda for an automated world of work. *Journal of Vocational Behavior*, 104012.
- Iliescu, D., Greiff, S., Ziegler, M., **Nye, C. D.**, Geisinger, K. F., Sellbom, M., Samuel, D., & Saklofske, D. (2024). Proliferation of measures contributes to advancing psychological science. *Nature Communications Psychology*, 2(1), 19.
- Nye, C. D.** (2023). Reviewer resources: Confirmatory factor analysis. *Organizational Research Methods*, 26, 608-628.
- Nye, C. D.**, & Hoff, K. A. (2023). Getting interested in interests for employee selection: Key concerns and areas for future research. *International Journal of Selection and Assessment*, 31, 494-499.
- Nye, C. D.**, & Ryan, A. M. (2023). Improving graduate admissions by expanding rather than eliminating predictors. *Perspectives on Psychological Science*, 18, 54-60.
- Leong, F., Gardner, D. M., **Nye, C. D.**, & Prasad, J. (2023). The five-factor Career Adapt-Abilities Scale's (CAAS-5) predictive and incremental validity with work-related and life outcomes. *Journal of Career Development*, 50, 860-882.
- Nye, C. D.**, Ma, J., & Wee, S. (2022). Cognitive ability and job performance: Meta-analytic evidence for the validity of narrow cognitive abilities. *Journal of Business and Psychology*.
*Awarded an Editor Commendation from the editorial team at JBP
- Somaraju, A. V., **Nye, C. D.**, Olenick, J. (2022). A review of measurement equivalence in organizational research: What's old, what's new, and what's next? *Organizational Research Methods*.

- Nye, C. D.** (2022). Assessing interests in the twenty-first-century workforce: Building on a century of interest measurement. *Annual Review of Organizational Psychology and Organizational Behavior*, 9, 415-440.
- Nye, C. D., Wille, B., Amory, J., & De Fruyt, F.** (2021). Are work activities related to interest change over time?: A 22-year longitudinal study. *Journal of Personality and Social Psychology*, 121, 865-893.
- Nye, C. D., Prasad, J., & Rounds, J.** (2021). The effects of vocational interests on motivation, satisfaction, and performance: Test of a mediated model. *Journal of Vocational Behavior*, 127, 103583
- Prasad, J., Gardner, D. M., Leong, F. T., Zhang, J., & Nye, C. D.** (2021). The criterion validity of career adapt-abilities scale with cooperation among Chinese workers. *Career Development International*, 26, 252-268.
- Nye, C. D., Joo, S. H., Zhang, B., & Stark, S.** (2020). Advancing and evaluating IRT model data fit indices in organizational research. *Organizational Research Methods*, 23, 457-486.
- Nye, C. D., Chernyshenko, O. S., Stark, S., Drasgow, F., Phillips, H. L., Phillips, J. B., & Campbell, J. S.** (2020). More than g: Evidence for the incremental validity of performance-based assessments for predicting training performance. *Applied Psychology*, 69, 302-324.
- Zhang, B., Sun, T., Drasgow, F., Chernyshenko, O. S., Nye, C. D., Stark, S., & White, L. A.** (2020). Though forced, still valid: Psychometric equivalence of forced-choice and single-statement measures. *Organizational Research Methods*, 23, 569-590.
- Nye, C. D., White, L. A., Drasgow, F., Prasad, J., Chernyshenko, O. S., & Stark, S.** (2020). Examining personality for the selection and classification of Soldiers: Validity and differential validity across jobs. *Military Psychology*, 32, 60-70.
- Nye, C. D., White, L. A., Horgen, K., Drasgow, F., Stark, S., & Chernyshenko, O. S.** (2020). Predictors of attitudes and performance in U.S. Army Recruiters: Does personality matter?. *Military Psychology*, 32, 81-90.
- Kirkendall, C. D., Nye, C. D., Rounds, J., Drasgow, F., Chernyshenko, O. S., & Stark, S.** (2020). Vocational interest diagnostic: Informing and improving the job selection process. *Military Psychology*, 32, 91-100.

- Nye, C. D., Bradburn, J., Olenick, J., Bialko, C., & Drasgow, F. (2019). How big are my effects? Examining the magnitude of effect sizes in studies of measurement equivalence. *Organizational Research Methods*, 22, 678-709.
- Highhouse, S., Nye, C. D., & Zhang, D. (2019). Dark motives and elective use of brainteaser interview questions. *Applied Psychology: An International Review*, 68, 311-340.
- Zhang, D., Highhouse, S., & Nye, C. D. (2019). Development and validation of the General Risk Propensity Scale (GRiPs). *Journal of Behavioral Decision Making*, 32, 152-167.
- Larsen, S. E., Nye, C. D., & Fitzgerald, L. F. (2019). Sexual harassment expanded: An examination of the relationships among sexual harassment, sex discrimination, and workplace aggression. *Military Psychology*, 31, 35-44.
- Burgoyne, A. P., Nye, C. D., Macnamara, B. N., Charness, N., & Hambrick, D. Z. (2019). The impact of domain-specific experience on chess skill: Re-Analysis of a key study. *American Journal of Psychology*, 132, 27-38.
- Schmitt, N., Prasad, J., Ryan, A. M., Bradburn, J., & Nye, C. D. (2019). Culture as a determinant of option choice in a situational judgment test: A new look. *Journal of Occupational and Organizational Psychology*, 92, 330-351.
- Ion, A., Nye, C. D., & Iliescu, D. (2019). Age differences in the variability of vocational interests. *Journal of Career Assessment*, 27, 97-113
- Nye, C. D., Butt, S., Prasad, J., & Bradburn, J. (2018). Examining interests as an omitted variable in the college admissions process. *Journal of Vocational Behavior*, 108, 178-189.
- Nye, C. D., Prasad, J., Bradburn, J., & Elizondo, F. (2018). Improving the operationalization of interest congruence using polynomial regression. *Journal of Vocational Behavior*, 104, 154-169.
- Hopwood, C. J., Nye, C. D., Blomquist, K. K., & Grilo, C. M. (2018). Confirmatory validation and measurement equivalence of the Eating Loss of Control Scale in clinical and non-clinical samples. *Journal of Psychopathology and Behavioral Assessment*, 40, 476-483.
- Nye, C. D., Leong, F., Prasad, J., Gardner, D., & Tien, H. L. S. (2018). Examining the Structure of the Career Adapt-Abilities Scale: The cooperation dimension and a 5-factor model. *Journal of Career Assessment*, 26, 549-562.

- Nye, C. D.,** Perlus, J. G., & Rounds, J. (2018). Do ornithologists flock together? Examining the homogeneity of interests in occupations. *Journal of Vocational Behavior, 107*, 195-208.
- Nye, C. D.,** & Sackett, P. (2017). New effect sizes for tests of categorical moderation and differential prediction. *Organizational Research Methods, 20*, 639-664.
- Prasad, J., Showler, M. B., Ryan, A. M., Schmitt, N., & **Nye, C. D.** (2017). When belief precedes being: How attitudes and motivation prior to entry lead to fit and performance. *Journal of Vocational Behavior, 100*, 27-42.
- Highhouse, S., **Nye, C. D.,** Zhang, D., & Rada, T. (2017). Structure of the DOSPERT: Is there evidence for a general risk factor? *Journal of Behavioral Decision Making, 30*, 400-406.
- Prasad, J., Showler, M. B., Schmitt, N., Ryan, A. M., & **Nye, C. D.** (2017). Using biodata and situational judgment inventories across cultural groups. *International Journal of Testing, 17*, 210-233.
- Nye, C. D.,** Su, R., Rounds, J., & Drasgow, F. (2017). The relationship between interests and performance: An updated meta-analysis. *Journal of Vocational Behavior, 98*, 138-151.
- Highhouse, S., **Nye, C. D.,** & Matthews, R. A. (2017). Finding meaning in the struggle of work: Construct redundancy in work-importance measurement. *Journal of Personnel Psychology, 16*, 137-149.
- Nye, C. D.,** Allemand, M., Gosling, S. D., Potter, J., & Roberts, B. W. (2016). Personality trait differences between young and middle-aged adults: Measurement artifacts or actual trends? *Journal of Personality, 84*, 473-492.
- Nye, C. D.,** Brummel, B. J., & Drasgow, F. (2014). Understanding sexual harassment using aggregate construct models. *Journal of Applied Psychology, 99*, 1204-1221.
- Stark, S., Chernyshenko, O. S., Drasgow, F., **Nye, C. D.,** White, L. A., Heffner, T., & Farmer, W. L. (2014). From ABLE to TAPAS: A new generation of personality tests to support military selection and classification decisions. *Military Psychology, 26*, 138-152.
- White, L. A., Rumsey, M. G., Mullins, H. M., **Nye, C. D.,** & LaPort, K. A. (2014). Toward a new attrition screening paradigm: Latest Army advances. *Military Psychology, 26*, 153-164.

- Larsen, S. E., **Nye, C. D.**, Ormerod, A. J., Ziebro, M., & Siebert, J. E. (2013). Do actions speak louder than words? A comparison of three organizational practices for reducing racial/ethnic harassment and discrimination. *Military Psychology, 25*, 602-614.
- McCance, A. S., **Nye, C. D.**, Wang, L., Jones, K., & Chiu, C. Y. (2013). Alleviating the burden of emotional labor: The role of social sharing. *Journal of Management, 39*, 392-415.
- Nye, C. D.**, Su, R., Rounds, J., & Drasgow (2012). Vocational interests and performance: A quantitative summary of over 60 years of research. *Perspectives on Psychological Science, 7*, 384-403.
- Nye, C. D.**, & Drasgow, F. (2011). Effect size indices for analyses of measurement equivalence: Understanding the practical importance of differences between groups. *Journal of Applied Psychology, 96*, 966-980.
- Beaty, J. C., **Nye, C. D.**, Borneman, M. J., Drasgow, F., Kantrowitz, T. M., & Grauer, E. (2011). Proctored vs. unproctored internet tests: Are unproctored noncognitive tests as predictive of job performance? *International Journal of Selection and Assessment, 19*, 1-10.
- Nye, C. D.**, & Drasgow, F. (2011). Assessing goodness of fit: Simple rules of thumb simply don't work. *Organizational Research Methods, 14*, 548-570.
- Nye, C. D.**, Brummel, B. J., & Drasgow, F. (2010). Too good to be true? Understanding change in organizational outcomes. *Journal of Management, 36*, 1555-1577.
- Nye, C. D.**, Newman, D. A., & Joseph, D. L. (2010). Never say "Always"? Extreme item wording effects on scalar invariance and item response curves. *Organizational Research Methods, 13*, 806-830.
- Wood, D., **Nye, C. D.**, & Saucier, G. (2010). Identification and measurement of a more comprehensive set of person-descriptive trait markers from the English lexicon. *Journal of Research in Personality, 44*, 258-272.
- Drasgow, F., **Nye, C. D.**, Carretta, T. R., & Ree, M. J. (2010). Factor structure of the Air Force Officer Qualification Test Form S: Analysis and comparison with previous forms. *Military Psychology, 22*, 68-85.
- Nye, C. D.**, Brummel, B. J., & Drasgow, F. (2009). Differentiating sexist behavior and gender discrimination through an examination of their antecedents and outcomes. *Military Psychology, 21*, 299-314.

Drasgow, F., Nye, C. D., Guo, J., & Tay, L. (2009). Cheating on proctored tests: The other side of the unproctored debate. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 46-48.

Nye, C. D., Do, B-R., Drasgow, F., & Fine, S. (2008). Two-step testing in employee selection: Is score inflation a problem? *International Journal of Selection and Assessment*, 16, 112-120.

Nye, C. D., Roberts, B. W., Saucier, G., & Zhou, X. (2008). Testing the measurement equivalence of personality adjective items across cultures. *Journal of Research in Personality*, 42, 1524-1536.

Conference Proceedings

Nye, C. D., & Drasgow, F. (2012). Small, medium, or large? Empirical guidelines for evaluating measurement nonequivalence. *Academy of Management Best Papers Proceedings*.

Books and Book Chapters

Nye, C. D., Hoff, K., & Roemer, L. Hiring for interest fit: Bridging research and practice to integrate vocational interests into personnel selection. In N. Schmitt & A. M. Ryan (Eds.), *Handbook of Personnel Assessment and Selection*. Oxford.

Nye, C. D., & Wee, S. (in press). Do general mental ability and narrow abilities predict counterproductive work behavior? In R. Dalal, S. Lim & J. Jensen (Eds.), *The Handbook of Counterproductive Work Behavior*. Edward Elgar Publishing.

Ryan, A. M., & Nye, C. D. (2022). Fairness in technology-enhanced selection assessments: Promises and Challenges. In K. Geisinger & J. L. Jonson (Eds.), *Fairness in Educational and Psychological Testing: Examining theoretical, research, practice, and policy implications of the 2014 Standards* (pp. 187-210). American Educational Research Association.

Nye, C. D., & Roberts, B. W. (2019). The neo-socioanalytic model of personality trait change. In B. Baltes, C. Rudolph, & H. Zacher (Eds.), *Work Across the Lifespan* (pp. 47-80). Elsevier Academic Press.

Nye, C. D., & Rounds, J. (2019). *Vocational Interests in the Workplace: Rethinking Behavior at Work*. New York: Routledge.

Nye, C. D., Bhatia, S., & Prasad, J. (2019). Vocational interests and work outcomes. In C. D. Nye & J. Rounds (Eds.), *Vocational Interests in the*

Workplace: Rethinking Behavior at Work (pp. 97-128). New York: Routledge.

Chernyshenko, O. S., Stark, S., **Nye, C. D.** (2019). Interest measurement. In C. D. Nye & J. Rounds (Eds.), *Vocational Interests in the Workplace: Rethinking Behavior at Work* (pp. 80-96). New York: Routledge.

Drasgow, F., **Nye, C. D.**, Stark, S., & Chernyshenko, O. S. (2018). Differential item and test functioning. In P. Irwing, T. Booth, & D. J. Hughes (Eds.), *Handbook of psychometric testing* (pp. 885-900). Hoboken, NJ: Wiley-Blackwell.

Su, R., & **Nye, C. D.** (2017). Interests and person-environment fit: A new perspective on workforce readiness and success. In J. Burrus, K. D. Mattern, B. Naemi, & R. D. Roberts (Eds.), *Building better students: Preparation for the workforce* (pp. 177-206). New York: Oxford University.

Beals, E. & **Nye, C. D.** (2016). Missing Data. In S. Rogelberg, K. Shockley, & S. Tonidandel (Eds.), *Encyclopedia of Industrial and Organizational Psychology* (2nd ed.). Thousand Oaks, CA: Sage.

Nye, C. D., & Roberts, B. W. (2013). A developmental perspective on the importance of personality for understanding workplace behavior. In N. Christiansen & R. Tett (Eds.), *Handbook of personality at work* (pp. 796-818). New York: Routledge.

Drasgow, F., **Nye, C. D.**, & Tay, L. (2010). Indicators of quality assessments. In J. C. Scott & D. H. Reynolds (Eds.), *Handbook of workplace assessment: Selecting and developing organizational talent* (pp. 27–59). San Francisco, CA: Pfeiffer.

Nye, C. D. (2009). Selection. In C. Wankel (Eds.), *The encyclopedia of business in today's world* (p. 198). Thousand Oaks, CA: Sage.

Technical Reports

Horgen, K. E., **Nye, C. D.**, White, L. A., Laporte, K. A., Hoffman, R. R., Drasgow, F., Chernyshenko, O. S., Stark, S., & Conway, J. S. (2013). *Validation of the Non-Commissioned Officer Special Assignment Battery (NSAB)* (Technical Report 1328). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Nye, C. D., Drasgow, F., Chernyshenko, O. S., Stark, S., Kubisiak, C., White, L. A., & Jose, I. (2012). *Assessing the Tailored Adaptive Personality Assessment System (TAPAS) as an MOS Qualification Instrument*

(Technical Report 1312). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Ormerod, A.J., **Nye, C.D.**, Joseph, D.L., Fitzgerald, L.F., & Rock, L. (2010). 2010 *Gender Relations Survey of Active Duty Members: Report on Scales and Measures* (Report No. 2010-028). Arlington, VA: DMDC.

Joseph, D. L., Ormerod, A. J., **Nye, C. D.**, & Fitzgerald, L. F. (2010). *Employee engagement and Job Attitudes: Redundant Measures?*. Arlington, VA: DMDC.

Ormerod, A. J., Joseph, D. L., **Nye, C. D.**, & Fitzgerald, L. F. (2010). *2009 DMDC Climate Survey: Scales and Measures Report*. Arlington, VA: DMDC.

Nye, C. D., Fitzgerald, L. F., Joseph, D. L., & Ormerod, A. J. (2010). *Predicting intent to leave and identifying key factors in the decision*. Arlington, VA: DMDC.

Joseph, D. L., **Nye, C. D.**, & Ormerod, A. J. (2009). *2009 Workplace and Equal Opportunity Survey of Active Duty Members: Report on scales and measures* (Report No. 2009-035). Arlington, VA: DMDC.

Ormerod, A. J., Larsen, S.E., **Nye, C. D.**, & Rock, L.M. (November 2008). *2008 Workplace and Gender Relations Survey of Reserve Component Members: Report on scales and measures* (Report No. 2008-046). Arlington, VA: DMDC.

Larsen, S. E., Ormerod, A. J., **Nye, C. D.**, Drasgow, F., & Fitzgerald, L. F. (November 2008). *2007 Workplace and Equal Opportunity Survey of Reserve Component Measures: Report on scales and measures* (2008-042). Arlington, VA: DMDC.

Drasgow, F., **Nye, C. D.**, & Guo, J. (2008). *The stability of item parameters over time for the NCLEX-RN exam: A report to the National Council of State Boards of Nursing*. The National Council of State Boards of Nursing.

Drasgow, F., **Nye, C. D.**, Liu, Y., Woo, S. E., & Lytell, M. C. (2008). *Analyses of Biology and World History Tests*. The College Board.

Ormerod, A. J., Fitzgerald, L. F., Lytell, M. C., Larsen, S. E., **Nye, C. D.**, Ziebro, M. A., Drasgow, F., & Hong, J. S. (2007). *Report on Stalking in the Service Academy 2006 Gender Relations Survey (SAGR2006)*. Arlington, VA: DMDC.

Nye, C. D., Lytell, M. C., Ormerod, A. J., Larsen, S. E., Perry, L. A., Wright, C. V., Fitzgerald, L. F., & Drasgow, F. (March 2007). *2006 Workplace and*

Gender Relations Survey of Active Duty Members: Report on scales and measures (2007-027). Arlington, VA: DMDC.

Ormerod, A. J., Lawson, A. K., Lytell, M. C., Wright, C. V., **Nye, C. D.**, Perry, L. A., Drasgow, F., Fitzgerald, L. F., Kuszniir, C., & Rynczak, D. (June 2007). *2005 Workplace and Equal Opportunity Survey of Active Duty Members: Scales and measures report (2007-004).* Arlington, VA: DMDC.

Do, B-R., **Nye, C. D.**, & Drasgow, F. (2006). *Analyses report for the Survey of Skills for Everyday Living.* Michigan State University Extension.

INVITED TALKS

Nye, C. D. (May, 2025). *Driving Performance and Well-Being: Organizational Psychology Insights for the Modern Workplace.* Invited talk presented to the Autonomous Robotics Center at General Motors, LLC, Detroit, MI.

Nye, C. D. (March, 2025). *Publishing in the International Journal of Testing (IJT).* Invited talk presented to the Graduate School of Psychological Assessment at the Universidade São Francisco (USF), Campinas, Brazil.

Nye, C. D. (December, 2024). *Employee Assessment in Personnel Selection: Revisiting what we Know.* Invited talk presented to the Brazilian Society of Work and Organizational Psychology, Belo Horizonte, Brazil.

Nye, C. D. (December, 2024). *Practical Recommendations for Implementing Artificial Intelligence in Employee Recruitment and Selection.* Invited talk presented at the Minas Gerais Psychological Assessment Meeting, Belo Horizonte, Brazil.

Nye, C. D. (September, 2023). *Evaluating the Adaptive Vocational Interest Diagnostic (AVID) for Enlisted and Officer Classification.* Invited talk presented to the U.S. Army Research Institute for the Behavioral and Social Sciences.

Nye, C. D. (June, 2023). *Exploring the Mechanisms for Employee Personality Change as a Function of the Work Environment.* Invited talk presented at a workshop on the Psychology of Change in Organizations. Jerusalem, Israel.

Nye, C. D. (June, 2023). *Understanding Measurement and Predictive Bias.* Invited talk presented at the University of Illinois conference on Measurement in Industry.

Nye, C. D. (April, 2023). *Empirical Evidence and Practical Guidelines for the Use of Artificial Intelligence in Recruiting and Selection.* Invited talk presented at the California Labor Lab conference on Surveillance, Monitoring, and

Data Gathering in Contemporary Employment. University of California, Berkley

- Nye, C. D.** (April, 2023). *Tailored Adaptive Personality Assessment System (TAPAS)-The Way Forward*. Invited talk presented to the U.S. Army Research Institute for the Behavioral and Social Sciences.
- Nye, C. D.** (February, 2023). *Selecting High Quality Employees in the 21st Century: Advancing Theory and Methods in Employee Selection Research*. Invited talk presented at the University of Illinois.
- Nye, C. D.** (December, 2022). *Talent Management in the 21st Century: Advancing Theory and Methods in Employee Selection Research*. Invited talk presented at Texas A&M University.
- Nye, C. D.** (November, 2022). *Non-Cognitive Predictors of Performance in Close Combat Jobs*. Invited talk presented to the U.S. Army Research Institute for the Behavioral and Social Sciences.
- Nye, C. D.** (September, 2022). *Examining the Role of Artificial Intelligence in Talent Management*. Invited talk presented to the Data Science Seminar at the U.S. Naval Academy.
- Nye, C. D.** (September, 2022). *Validation of the Adaptive Vocational Interest Diagnostic (AVID)*. Invited talk presented to the U.S. Army Research Institute for the Behavioral and Social Sciences.
- Nye, C. D.** (March, 2022). *Overview of Testing Basics*. Invited talk presented at the Nuclear Regulatory Commission Workshop on Licensure and Certification.
- Nye, C. D.** (May, 2020). *Reviewer Resources: Structural Equations Modeling*. Invited talk presented for the Consortium for the Advancement of Research Methods and Analysis (CARMA).
- Nye, C. D.** (May, 2020). *Applications of Forced-Choice Assessments in Non-Cognitive Testing*. Invited talk presented for the Personnel Testing Council of Metropolitan Washington (PTCMW).
- Nye, C. D.** (January, 2020). *Getting interested in interests: Understanding the role of vocational interests in work and academic behavior*. Invited talk presented at Wayne State University.
- Nye, C. D.** (June, 2019). *Getting interested in interests: Understanding the role of vocational interests in work and academic behavior*. Invited talk presented at the Shanghai Symposium on Work and Career Psychology.

- Nye, C. D.** (February, 2019). *Effect sizes for categorical moderation*. Invited talk presented for the Consortium for the Advancement of Research Methods and Analysis (CARMA).
- Nye, C. D., & White, L. A.** (October, 2018). *Validity evidence for the Tailored Adaptive Personality Assessment System (TAPAS)*. Invited talk presented to the U. S. Office of Personnel Assessment Expert Review Panel for the TAPAS.
- Nye, C. D.** (May, 2017). *The validity and utility of interests at work and in school*. Invited talk presented at the University of Groningen.
- Nye, C. D.** (March, 2017). *Revisiting the study of vocational interests: The utility of fit at work and in school*. Invited talk presented at Singapore Management University.
- Nye, C. D.** (February, 2017). *Vocational interests at work and in school: Understanding the importance of fit*. Invited talk presented at Bowling Green State University.
- Nye, C. D.** (July, 2014). *Vocational interests as predictors of work and academic performance*. Invited talk presented at the University of Tübingen.
- Nye, C. D.** (March, 2013). *Selecting better employees in the 21st Century: Broadening the range of potential predictors*. Invited talk presented at Singapore Management University.
- Nye, C. D.** (October, 2012). *How do we select high quality employees? Reevaluating what we think we know*. Invited talk presented at a colloquium for the I/O Psychology group at Wayne State University.
- Nye, C. D.** (March, 2012). *How do we select high quality employees? Reevaluating what we think we know*. Invited talk presented at a colloquium for the I/O Psychology group at the University of Akron.
- Nye, C. D., Su, R., Rounds, J., & Drasgow, F.** (July, 2011). *Vocational interests and performance: A quantitative review of over 60 years of research*. Invited talk presented at the International Personnel Assessment Council annual conference, Washington, D.C.
- Nye, C. D.** (December, 2009). *Personality, bias, and employee selection: Understanding the practical importance of differences between groups*. An invited talk presented as part of the *Knowledge for All* lecture series in the Psychology Department at the University of Illinois.

Nye, C. D., Larsen, S. E., & Fitzgerald, L. F. (August, 2008). *Indicators of gendered hostility: Understanding the experiences of women at work*. Invited talk presented to the Inter-Service Survey Coordination Committee at the Defense Manpower Data Center.

CHAired SYMPOSIA

Baker, N. & Nye, C. D. (April, 2023). *Advancing research on work values: Measurement, fit, and links to work behavior*. Symposium presented at the 38th annual conference of the Society for Industrial and Organizational Psychology, Boston, MA.

Nye, C. D. (April, 2022). *The power of vocational interests: Understanding choices, attitudes, and behavior*. Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Nye, C. D. (April, 2022). *Are you interested? New developments in interest assessments*. Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Wee, S. & Nye, C. D. (May, 2019). *The effects of fit and fitting in: Feeling good, doing good, and doing well?* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Keller, A. & Nye, C. D. (May, 2019). *The role of personal resources to face career changes*. Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Nye, C. D., & Kirkendall C. (October, 2018). *Examining the assessment of vocational interests in the U.S. military*. Symposium presented at the annual conference of the International Military Testing Association, Kingston, Canada.

Wille, B., & Nye, C. D. (July, 2018). *The nature and power of interests revisited: New findings on interest structure, development and validity*. Symposium presented at the 19th European Conference on Personality, Zadar, Croatia.

Nye, C. D. (April, 2018). *New advances in vocational interest research*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Page, R., & Nye, C. D. (April, 2018). *Assessing interests across cultures: Issues, challenges, and applications*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Nye, C. D. & Muhammad, R.** (October, 2017). *In-service testing for predicting success in special duty assignments*. Symposium presented at the annual conference of the International Military Testing Association, Bern, Switzerland.
- Nye, C. D.** (April, 2017). *New advances in research on the validity of vocational interests*. Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Nye, C. D., & Ion, A.** (April, 2017). *New directions for vocational interest research in organizations*. Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Nye, C. D.** (April, 2016). *Rethinking the study of vocational interests at work*. Symposium presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Nye, C. D.** (April, 2016). *Advancing the validity of vocational interests in the workplace*. Symposium presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Ock, J., & Nye, C. D.** (May, 2014). *The wild frontier of measurement invariance*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Wille, B., & Nye, C. D.** (May, 2014). *Personality dynamics at work: Conceptual, empirical, and methodological advances*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Nye, C. D., & Sin, H.-P.** (April, 2010). *Toward better structural modeling: Effect size, residuals, and multilevel mediation*. Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

CONFERENCE PRESENTATIONS

- Roemer, L., & Nye, C.D.** (June, 2025). *Stability or change? The role of interest-job fit in early career personality development*. Presentation at the 9th Association for Research in Personality Biennial Conference (ARP), Evanston, IL, USA.
- Baker, N., Scott, W., Nye, C.D., Chernyshenko, O.S., & Park, H.** (April, 2025). A narrower look: Meta-analytic relationships between personality facets and leader outcome across contexts. In C. Winterberg (Chair), *Who's in charge*

here? Personality-based leadership emergence and effectiveness.

Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Denver, CO.

Nye, C. D. (April, 2025). Panelist. In R. Grant & S. C. Garcia (Co-Chairs), *Concept to Contribution: Navigating Challenges in Making Theoretical Contributions*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, Denver, CO.

Nye, C. D. (April, 2025). Panelist. In K. D. Finuf (Chair), *SIOP Intelligence on AI: Legal, Practice, Science, and Ethics Updates: State of the AI Union Address + Panel Session Combo*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, Denver, CO.

Denny, A. & **Nye, C.D.** (April, 2025). *Changing employee work values: Real or response artifact?* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Denver, CO.

Park, H., Hoff, K., & **Nye, C.D.** (April, 2025). *How do vocational interests predict income? A multi-sample investigation*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Denver, CO.

Hanna, A., **Nye, C.D.**, Samo, A., Chu, C., Hoff, K., Rounds, J., & Oswald, F. (2025, April). *Interests of the future: An integrative review and research agenda for an automated world of work*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Denver, CO.

Nye, C.D., Baker, N., Scott, W., Chernyshenko, O.S., & Park, H. (October, 2024). *When, Who, and for What? A Meta-Analysis of Personality and Leadership Relationships*. Paper presented at the Australian Psychological Society, Perth, Australia.

Nye, C.D., Drohan, M., Drasgow, F., Chernyshenko, O.S., & Stark, S. (October, 2024). *Predicting Performance of Enlisted Soldiers in Close Combat Occupations*. Paper presented at the annual conference of the International Military Testing Association, Sydney, Australia.

Nye, C.D., Kirkendall, C., Drasgow, F., Rounds, J., Chernyshenko, O.S., & Stark, S. (October, 2024). *Validation of a Vocational Interest Measure in the U.S. Army*. Paper presented at the annual conference of the International Military Testing Association, Sydney, Australia.

- Hanna, A., **Nye, C. D.**, Samo, A., Hoff, K. A., Oswald, F., Rounds, J., & Chu, C. (2024, August). *Interests of the Future: An Integrative Review and Research Agenda for an Automated World of Work*. Paper presented at the Academy of Management Conference, Chicago, IL.
- Nye, C. D.** (April, 2024). Panelist. *Advocacy and Government Relations: AI and Much More*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Nye, C. D.**, & Mullaney, K. (April, 2023). Cognitive ability and employee selection: Revisiting what we “know.” In R. Page (Chair), *Beyond cognitive ability: New directions in assessment*. Symposium presented at the 38th annual conference of the Society for Industrial and Organizational Psychology, Boston, MA.
- Baker, N., **Nye, C. D.**, & Chernyshenko, O. (April, 2023). Expanding the conceptualization and understanding of work values: A review of values research. In N. Baker (Chair) and C. D. Nye (Co-Chair), *Advancing research on work values: Measurement, fit, and links to work behavior*. Symposium presented at the 38th annual conference of the Society for Industrial and Organizational Psychology, Boston, MA.
- Kumar, L. S., Tu, N., **Nye, C. D.**, Joo, S., & Stark, S. (April, 2023). Comparison of DIF effect size indices in IRT models. In Ling, G. (Chair), *Differential item functioning detection and more* [Symposium]. Paper presented at the annual Meeting of the National Council on Measurement in Education, Chicago, IL.
- Nye, C.D.**, Rounds, J., Walker, R., Swaney, K., Page, R., & Morris, M. (March, 2023). *Identifying a comprehensive set of narrow vocational interest dimensions*. Paper presented at the International Convention of Psychological Science, Brussels, Belgium.
- Nye, C.D.**, Alanis, J., & Gardner, D. (March, 2023). *Closing the gap: Explaining gender pay disparities with vocational interest fit*. Paper presented at the International Convention of Psychological Science, Brussels, Belgium.
- Baker, N., Scott, W., **Nye, C. D.**, & Chernyshenko, O. (August, 2022). *What can we Learn from Facets? A Comprehensive Meta-Analysis of Personality and Leadership Outcomes*. Poster presented at the Academy of Management annual meeting, Seattle, WA.
- Nye, C. D.**, & Gardner, D. (April, 2022). Examining moderator effects on the relationship between interests and satisfaction. In C. D. Nye (Chair), *The power of vocational interests: Understanding choices, attitudes, and*

behavior. Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Bradburn, J., **Nye, C. D.**, Putka, D., Boyce, A., Martin, N., Elizondo, F., & Justenhoven, R. (April, 2022). Personality and P-E fit: The potential contribution of machine learning to prediction. In J. J. Prasad (Chair), *Exploring the utility of machine learning*. Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Prasad, J. J., Somaraju, A., **Nye, C. D.**, & Sun, T. (April, 2022). Clarifying the utility of machine learning. In J. J. Prasad (Chair), *Exploring the utility of machine learning*. Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Alanis, J., Gardner, D., & **Nye, C. D.** (April, 2022). *Explaining the gender pay gap through vocational interest fit*. Poster presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Hanna, A., Morris, M., Hoff, K., Jones, K., **Nye, C. D.**, & Rounds, J. (April, 2022). A large-scale investigation of gender, ethnicity, and educational differences in interest fit. In N. A. Morales and S. P. Shaughnessy (Co-Chairs), *Unique approaches to fit: Expanding the nomological network of person-environment fit*. Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Nye, C. D., Kirkendall, C., Rounds, J., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2019). *Predicting Performance in Military Occupations with Vocational Interests*. Paper presented at the annual conference of the International Military Testing Association, Tallinn, Estonia.

Nye, C. D., White, L., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2019). *Validity of Noncognitive Assessments for Predicting Drill Sergeant Performance*. Paper presented at the annual conference of the International Military Testing Association, Tallinn, Estonia.

Nye, C. D., Prasad, J., & Rounds, J. (May, 2019). The validity and incremental validity of interest fit: A mediated model of academic performance. In S. Wee & C. D. Nye (Co-Chairs), *The effects of fit and fitting in: Feeling good, doing good, and doing well?* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Wille, B., **Nye, C. D.**, & De Fruyt, F. (May, 2019). Do interests change over time?: A 22-year longitudinal study of stability and change in vocational interests at work. In S. Woods (Chair), *Development and change in personality*,

vocational interests, and identity at work: Exploring the interplay of person and work criteria. Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Nye, C. D., Collier-Spruel, L., & Donnellan, B. (May, 2019). The effects of individual differences and academic performance on post-college job offers. In A. Keller & C. D. Nye (Co-Chairs), *The role of personal resources to face career changes.* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Leong, F. T. L., Gardner, D., **Nye, C. D.,** & Prasad, J. (May, 2019). Career Adapt-Abilities Scale's (CAAS-5) predictive and incremental validity with work-related outcomes. In A. Keller & C. D. Nye (Co-Chairs), *The role of personal resources to face career changes.* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Nye, C. D., Rounds, J., Walker, R., Swaney, K., Page, R., & Morris, M. (April, 2019). Exploring the basic interest structure of vocational interests. In B. Wille (Chair), *Theoretical advances in vocational interest research: Moving beyond Holland's theory.* Symposium presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Gardner, D. M., & **Nye, C. D.** (April, 2019). *Understanding machine learning assessments: Does the reality match the hype?* Paper presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Nye, C. D., Wee, S., & Ma, J. (April, 2019). Reexamining the relationship between narrow cognitive abilities and job performance. In H. Kell & S. Wee (Co-Chairs), *Very much more than g: Further evidence for the importance of specific abilities.* Symposium presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Zhang, B., Sun T., Drasgow, F. Chernyshenko, O., **Nye, C. D.,** Stark, S., & White, L. (April, 2019). Though forced, still valid: Equivalence between FC format and single statement scales. In P. Lee (Chair), *Examining the effectiveness of MFC personality assessments from diverse perspectives.* Symposium presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Collier-Spruel, L. A., & **Nye, C. D.** (April, 2019). Post college job offers: The role of individual differences and academic performance. In M. Beier & M. H. J. Kim (Co-Chairs), *What do you do? Determinants of job choice and career*

trajectoris. Symposium presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Marquez, S., **Nye, C. D.**, & Wee, S. (April, 2019). *Are vocational interests susceptible to faking?* Paper presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Kirkendall, C., **Nye, C. D.**, Rounds, J., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2018). Development of the Adaptive Vocational Interest Diagnostic (AVID). In C. D. Nye & C. Kirkendall (Co-Chairs), *Examining the assessment of vocational interests in the U.S. military*. Symposium presented at the annual conference of the International Military Testing Association, Kingston, Canada.

Nye, C. D., Rounds, J., Swaney, K., Page, R., & Morris, M. (July, 2018). Identifying a comprehensive set of narrow vocational interest dimensions. In B. Wille & C. D. Nye (Co-Chairs), *The nature and power of interests revisited: New findings on interest structure, development and validity*. Symposium presented at the 19th European Conference on Personality, Zadar, Croatia.

Wille, B., **Nye, C. D.**, & De Fruyt, F. (July, 2018). The changing nature of vocational interests: Findings from a 22-year follow-up. In B. Wille & C. D. Nye (Co-Chairs), *The nature and power of interests revisited: New findings on interest structure, development and validity*. Symposium presented at the 19th European Conference on Personality, Zadar, Croatia.

Nye, C. D., Prasad, J., & Rounds, J. (July, 2018). Vocational interests, motivation, and academic performance: Testing a mediated model. In J. Rounds (Chair), *Continuity and change in interests*. Symposium presented at the 19th European Conference on Personality, Zadar, Croatia.

Stark, S., Oliveri, M. E., & **Nye, C. D.** (July, 2018). *International Journal of Testing: Submission trends, highlights, and upcoming issues*. Presentation at the International Test Commission conference, Montreal, Quebec, Canada.

Prasad, J. J., **Nye, C. D.**, Leong, F., Gardner, D., & Tien, H. S. (June, 2018). *Examining the structure of the Career Adapt-Abilities Scale: The cooperation dimension and a 5-factor model*. Paper presented at the International Congress of Applied Psychology, Montreal, Quebec, Canada.

Nye, C. D., **Prasad, J. J.**, Rounds, J. (June, 2018). *The effects of vocational interests on motivation, satisfaction, and performance: Test of a mediated model*. Paper presented at the biennial conference of the Society for Vocational Psychology, Scottsdale, Arizona.

- Prasad, J., **Nye, C. D.**, & Rounds, J. (April, 2018). Examining mediators between vocational interests fit and academic performance. In C.D. Nye (Chair), *New advances in vocational interest research*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Wille, B., **Nye, C. D.**, & De Fruyt, F. (April, 2018). The changing nature of vocational interests. In C.D. Nye (Chair), *New advances in vocational interest research*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Nye, C. D.**, Rounds, J., Drasgow, F., Chernyshenko, O. S., Stark, S., & Kirkendall, C. (April, 2018). Developing a model of basic interests for job classification. In R. Page & C.D. Nye (Co-Chairs), *Assessing interests across cultures: Issues, challenges, and applications*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Zhang, B., Sun, T., Drasgow, F., Chernyshenko, O. S., **Nye, C.**, Stark, S., & White, L. A. (April, 2018). Reliability of unfolding rating scales and multidimensional forced choice measures. In J. A. DeSimone (Chair), *What should we do about alpha II? Alternatives to Alpha?*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Butt, S. M., **Nye, C. D.**, Bradburn, J., Boyce, A., & Elizondo, F. (April, 2018). The validity of personality: P-E fit matters. In D. Wood (Chair), *Extending our understanding of the nature of person-environment fit*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Nye, C. D.**, Rounds, J., Drasgow, F., Chernyshenko, O. S., Stark, S., & Kirkendall, C. (October, 2017). *Assessing vocational interests for classification into military occupations*. Paper presented at the annual conference of the International Military Testing Association, Bern, Switzerland.
- Nye, C. D.**, Muhammed, R., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2017). The validity of noncognitive assessments for Recruiters. In C. D. Nye & R. Muhammad (Co-Chairs), *In-service testing for predicting success in special duty assignments*. Symposium presented at the annual conference of the International Military Testing Association, Bern, Switzerland.
- Muhammed, R., **Nye, C. D.**, Rupperecht, E., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2017). The validity of noncognitive assessments for Drill Sergeants. In C. D. Nye & R. Muhammad (Co-Chairs), *In-service testing for*

predicting success in special duty assignments. Symposium presented at the annual conference of the International Military Testing Association, Bern, Switzerland.

Bradburn, J., Ryan, A. M., Schmitt, N., Showler, M., Prasad, J., & Nye, C. D. (June, 2017). *Non-cognitive predictors of student success: A predictive validity comparison between domestic and international students*. Paper presented at the 29th annual convention of the Association for Psychological Science.

Nye, C. D., Joo, S. & Stark, S. (April, 2017). Advancing and evaluating IRT model data fit indices. In M. Zickar & H. Min (Co-Chairs), *Item response theory: New directions for research and practice*. Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Highhouse, S., Nye, C. D., & Matthew, R. (April, 2017). Evidence for a general work-importance factor. In J. P. Meriac (Chair), *New developments in work ethic research: Antecedents, impact, and distinctiveness*. Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Bradburn, J., Nye, C. D., & Prasad, J. (April, 2017). Interests in college admissions decisions: An omitted and underappreciated variable. In C. D. Nye (Chair), *New advances in research on the validity of vocational interests*. Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Prasad, J. & Nye, C. D. (April, 2017). Improving the operationalization of interest congruence using polynomial regression. In C. D. Nye & A. Ion (Co-Chairs), *New directions for vocational interest research in organizations*. Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Marquez, S. M., Nye, C. D., & Bradburn, J. (April, 2017). *Do course difficulty, conscientiousness, and SES explain predicted performance differences?* Paper presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Showler, M. B., Ryan, A. M., Schmitt, N. W., Prasad, J., Bradburn, J., & Nye, C. D. (April, 2017). *It's not where you come from: Impact of contextual variables*. Paper presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Perlus, J. G., Hoff, K. A., Rounds, J. B., & Nye, C. D. (May, 2016). *Homogeneity of interests within occupations*. Paper presented at the 28th annual convention of the Association for Psychological Science, Chicago, IL.

Prasad, J. J., Showler, M. B., Schmitt, N. W., Ryan, A. M., & Nye, C. D. (April, 2016). *Using biodata and situational judgement inventories across cultural groups*. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Drasgow, F., Stark, S. Chernyshenko, O. Nye, C. D., White, L., & Heffner, T. S. (April, 2016). *From research to practice: Evolution of high-stakes workplace personality assessment*. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Nye, C. D., Drasgow, F., Rounds, J., Chernyshenko, O. S., & Stark, S. (September, 2015). *Using vocational interest measures for soldier selection and classification*. Paper presented at the 57th annual conference of the International Military Testing Association, Stockholm, Sweden.

Leong, F. T. L., & Nye, C. D. (August, 2015). A disentangling approach to racial and ethnic health disparities research. In F. T. L. Leong (Chair), *New Developments in Cross-Cultural and Multicultural Psychology*. Symposium presented at the 123rd annual convention of the American Psychological Association, Toronto, Ontario, Canada.

Highhouse, S., & Nye, C. D. (April, 2015). Dark side of oddball interview questions? In N. Wiita (Chair), *Cows in Canada? Examining non-traditional interview questions*. Symposium presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Nye, C. D., Horgen, K. E., White, L. A., LaPort, K. A., Hoffman, R. R., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2014). *Predicting the performance and job attitudes of military recruiters*. Symposium presented at the 56th annual conference of the International Military Testing Association, Hamburg, Germany.

Nye, C. D., Allemand, M., Gosling, S. D., Potter, J., & Roberts, B. W. (July, 2014). *Personality differences across age groups: Artifact or substantive difference?* Paper presented at the 17th European Conference on Personality, Lausanne, Switzerland.

Nye, C. D., Drasgow, F., White, L., Kubisiak, U. C., Chernyshenko, O. S., & Stark, S. (July, 2014). *The validity of forced-choice personality measures in operational testing environments*. Paper presented at the 9th conference of the International Test Commission, San Sebastian, Spain.

Nye, C. D., & Bialko, C. (May, 2014). Does measurement nonequivalence really matter? In J. Ock & C. D. Nye (Chairs), *The wild frontier of measurement*

invariance. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Nye, C. D., Jackson, J. J., & King, R. (May, 2014). Does exiting the workforce affect personality traits in older workers? In B. Wille & C. D. Nye (Chairs), *Personality dynamics at work: Conceptual, empirical, and methodological advances*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Stark, S., Drasgow, F., Chernshenko, O. S., **Nye, C. D.,** & White, L. A. (May, 2014). Forced choice method for high stakes personality testing. In A. W. Meade & N. Christiansen (Chairs), *Personality measurement without (much) faking: Alternatives to self-report Likert scales*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Nye, C. D., Drasgow, F., White, L., Kubisiak, U. C., Chernyshenko, O. S., & Stark, S. (May, 2014). The validity of forced-choice personality measures for selection and classification. In J. Seybert & R. D. Roberts (Chairs), *Advances in the measurement and application of forced-choice noncognitive assessments*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Highhouse, S., **Nye, C. D.,** Zhang, D., & Rada, T. (May, 2014). Is there a general appetite for risk. In D. K. Dalal & D. L. Diab (Chairs), *New findings in JDM-I-O research: Understanding individual decision making*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Earl, K., **Nye, C. D.,** Su, R., Rounds, J., & Drasgow, F. (May, 2014). The relationship between interests and performance: An updated meta-analysis. In R. Su (Chair), *Interests: New frontier for personnel selection*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Nye, C. D., Beal, S. A., Drasgow, F., Dressel, J. D., White, L. A., & Stark, S. (October, 2013). Predicting Army Special Operations Forces (ARSOF) Selection Outcomes with TAPAS scores. In O. S. Chernyshenko (Chair), *Psychometric and empirical considerations in the development of forced-choice personality tests*. Symposium presented at the 55th annual conference of the International Military Testing Association, Seoul, South Korea.

Nye, C. D., Stark, S., Drasgow, F., Kubisiak, U. C., White, L. A., & Jose, I. (October, 2013). Assessing the Tailored Adaptive Personality Assessment System (TAPAS) as an MOS Qualification Instrument. In O. S. Chernyshenko (Chair), *Psychometric and empirical considerations in the*

development of forced-choice personality tests. Symposium presented at the 55th annual conference of the International Military Testing Association, Seoul, South Korea.

Nye, C. D., & Sackett, P. (April, 2013). *The effects of bias: Understanding the implications of differential prediction*. Paper presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Nye, C. D., & Roberts, B. W. (April, 2013). Theoretical advances in understanding personality trait change at work. In N. Christensen (Chair), *Personality at work: Expanding the nomological network*. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

***Nye, C. D., & Drasgow, F.** (August, 2012). *Small, medium, or large? Empirical guidelines for evaluating measurement nonequivalence*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

*Selected as one of the best papers submitted to the Research Methods Division of the Academy of Management (Top 10%)

Nye, C. D., Allemand, M., & Roberts, B. W. (April, 2012). Personality differences across age groups: Artifact or substantive difference? In N. Carter & A. Mead (Chairs), *Recent developments in personality measurement invariance: Time, culture, and forms*. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Brummel, B. J., Nye, C. D., & Drasgow, F. (August, 2011). *Understanding sexual harassment using formative indicator models: Bridging theory and measurement*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

Nye, C. D. (May, 2011). *Personality, bias, and employee selection: Understanding the practical importance of differences between groups*. Paper presented at the annual meeting of the Personnel and Human Resources Research Group, Bowling Green, OH.

Nye, C. D., & Drasgow, F. (August, 2010). *Bias in employee selection: Understanding the practical importance of differences between groups*. Paper presented at the annual meeting of the Academy of Management, Montreal, QC.

Nye, C. D. (April, 2010). An effect size index for studies of measurement equivalence. In C. D. Nye & H.-P. Sin (Chairs), *Toward better structural*

modeling: Effect size, residuals, and multilevel mediation. Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Wood, D., Nye, C. D., & Saucier, G. (January, 2010). Identification and measurement of a representative set of person-descriptive adjectives from the English lexicon. In J. Jackson & B. W. Roberts (Chairs), *What is below the Big Five? Structure and utility of lower levels of analysis*. Symposium presented at the 11th annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Nye, C. D., Newman, D. A., & Rhodes, D. (August, 2009). *Never say "always"?: Extreme item wording effects on scalar invariance and item response curves*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Nye, C. D., & Drasgow, F. (April, 2009). *Goodness of fit: Simple rules of thumb simply don't work*. Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Nye, C. D., & Drasgow, F. (April, 2009). Infit, outfit, and misfit: Does your model fit? In F. Drasgow (Chair), *Advances in item response theory*. Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Guo, J., Nye, C. D., & Drasgow, F. (April, 2009). Estimating item parameters from a sparse CAT response matrix. In F. Drasgow (Chair), *Advances in item response theory*. Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Larsen, S. E., Nye, C. D., & Fitzgerald, L. F. (April, 2009). Beyond sexual harassment: An integrated model of gendered hostility. In L. F. Fitzgerald (Chair), *New perspectives in sexual harassment research: Theoretical and empirical innovations*. Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Dalal, R., Nye, C. D., & Sims, C. (April, 2009). Climate for CWB: Its incremental and interactional impact on CWB. In S. Stewart & M. Gruys (Chairs), *New directions in counterproductive work behavior research*. Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Do, B.-R., Nye, C. D., Drasgow, F., & Fine, S. (April, 2009). *Testing the measurement equivalence of proctored and unproctored tests across*

cultures. Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Ormerod, A. J., Larsen, S. E., & **Nye, C. D.** (March, 2009). Unwanted lessons: The influence of college and workplace harassment on entry-level women. In A. Ormerod (Chair), *Sexual harassment and incivility in women's educational and work lives*. Invited symposium for the Science Track at the annual meeting of the Association of Women in Psychology, Newport, RI.

Larsen, S. E., **Nye, C. D.**, & Fitzgerald, L. F. (May, 2008). *Sexual harassment as an indicator of generalized hostility: Extending an integrated model*. Paper presented at the 20th annual convention of the Association for Psychological Science, Chicago, IL.

Nye, C. D., Brummel, B. J., & Drasgow, F. (April, 2008). *Too good to be true? Detecting spurious effects in surveys*. Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Nye, C. D., Roberts, B. W., Saucier, G., & Goldberg, L. (April, 2008). *Testing the measurement equivalence of personality traits across cultures*. Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Holub, A. S., **Nye, C. D.**, Jones, K., Wang, L., Chen, J., & Chiu, C. Y. (April, 2008). The attenuating effects of social sharing on emotional labor outcomes. In A. Grandey & J. Diamond (Chairs), *Reversing the flow: How customer behaviors influence service employees*. Symposium presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Nye, C. D., Brummel, B. J., & Drasgow, F. (April, 2007). *Sexist behavior and gender discrimination: What's the difference?* Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Nye, C. D., Do, B.-R., Drasgow, F., & Fine, S. (April, 2007). Two-step testing in employee selection: Is score inflation a problem? In F. Drasgow, B.-R. Do, & B. J. Brummel (Chairs), *Advancing research on unproctored Internet testing*. Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Ormerod, A. J., **Nye, C. D.**, Larsen, S. E., Ziebro, M., & Siebert, J. (August, 2007). *Do actions speak louder than words? Organizational practices for reducing racial/ethnic harassment and discrimination*. Paper presented at the 115th

annual convention of the American Psychological Association, San Francisco, CA.

RESEARCH AFFILIATIONS

Senior Consortium Research Fellow: U. S. Army Research Institute for the Behavioral and Social Sciences, 12/2011-5/2012; 1/2016-8/2017.

Consortium Research Fellow: Defense Manpower Data Center, 8/2005-8/2007 and 6/2008-7/2011.

TEACHING EXPERIENCE

Graduate:

Research Methods in I/O Psychology
Organizational Staffing
Statistical Theory I (Regression)
Structural Equations Modeling
Criterion Theory and Development
Psychological Testing and Measurement

Undergraduate:

Survey of Industrial/Organizational Psychology
Measurement and Research Design

CONSULTING AND WORK EXPERIENCE

Consultant: Drasgow Consulting Group (DCG)

Duties: Develop and validate employee assessments.

Consultant: Stryker, 2026

Duties: Validate employee selection assessments.

Consultant: General Motors, 2025

Duties: Evaluate employee well-being during organizational change.

Consultant: TJX Companies, Inc., 2019-2020

Duties: Examine and advise on the employee selection process.

Consultant: IdealTraits, LLC, 2019

Duties: Examine the selection and assessment of insurance agents.

Consultant: Knoxx, LLC, 2018-2019

Duties: Validate a machine learning selection system for hiring employees.

Consultant: Cedar Fair Entertainment Company, 5/2013-9/2013

Duties: Develop and validate an employee selection system for seasonal workers.

Consultant: PMC Coaching, 5/2013-10/2013

Duties: Provide a psychometric evaluation of the company's coaching measures.

Director: BGSU Institute for Psychological Research and Application, 8/2012-7/2013

Duties: Supervise students doing external consulting projects obtained by the I/O program.

Consultant: McEleney Chevrolet-Buick-GMC-Toyota, 8/2012-10/2012

Duties: Evaluate the job satisfaction of employees and provide recommendations for improving employee attitudes.

Consultant: EASI•Consult, LLC, 4/2008-6/2008

Duties: Provide recommendations regarding the assessment of applicants for officer commissioning programs in the U.S. Air Force.

Consultant: Michigan State University Extension, Summer 2006

Duties: Examine a decision making scale used by the program and provide recommendations for improvement.

Intern: Washington State School for the Blind, 8/2002-5/2003

Duties: Develop an employee recognition program and train employees on the Family and Medical Leave Act (FMLA).

PROFESSIONAL SERVICE

Chair, *SIOP Fellows Committee*, Society for Industrial and Organizational Psychology (SIOP), 2024-present.

Chair, *AI Working Group*, Society for Industrial and Organizational Psychology (SIOP), 2021-present.

Secretary-General (Elected), International Test Commission (ITC), 2026-present.

Member, *Executive Council*, International Test Commission (ITC), 2021-present.

Member, *Future of Work Advisory Group*, American Psychological Association (APA), 2026-Present.

Lecturer, *Summer Research Incubator*, MSU Future of Work Initiative, 2024.

Chair, *Task Force on Personality Assessments*, Society for Industrial and Organizational Psychology (SIOP), 2021-2024.

Chair, *Open Science and Practice Committee*, Society for Industrial and Organizational Psychology (SIOP), 2022-2024.

Chair, *Student Paper Competition Committee*, International Personnel Assessment Council (IPAC), 2014-2024.

Workshop Instructor, *Fair AI-Based Recruitment*. Institute of Electrical and Electronics Engineers (IEEE), 11/18/2019.

Lecturer, *Advanced Training Institute*, American Psychological Association (APA), 2014-2019 (annually).

Member, *Scientific Affairs Committee*, Society for Industrial and Organizational Psychology (SIOP), 2011-2017.

Workshop Instructor, *Advanced Research Design*, Consortium for the Advancement of Research Methods and Analysis (CARMA), 11/18/2015-11/20/2015.

Editor:

International Journal of Testing (2021-2026)

Associate Editor:

Personnel Psychology (2026-present)

Journal of Business and Psychology (2024-2025)

European Journal of Psychological Assessment (2021-2024)

International Journal of Testing (2019-2021)

Guest Editor:

Journal of Organizational Behavior, Special issue on personality trait change in organizations

Journal of Vocational Behavior, Special issue on methods in vocational and work behavior research

Editorial Boards:

Journal of Applied Psychology

Organizational Research Methods

Personnel Assessment and Decisions

Journal of Management

Journal of Vocational Behavior

International Journal of Selection and Assessment

Ad Hoc Reviewer:

Psychological Methods

Personnel Psychology

American Psychologist

Journal of Research in Personality

Journal of Personality
Perspectives on Psychological Science
Journal of Personality Assessment
European Journal of Personality
Journal of Occupational and Organizational Psychology

PROFESSIONAL AFFILIATIONS

American Psychological Association (APA)
Association for Psychological Science (APS)
Society for Industrial and Organizational Psychology (SIOP)
International Test Commission (ITC)
Personnel/Human Resource Research Group (PHRRG)

- An invitation only group of organizational scholars who meet to discuss research ideas

Academy of Management (AOM):

- Research Methods Division
- Human Resources Division