

STEPHANIE C. PAYNE

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EDUCATION

- Ph.D. Applied Experimental Psychology, Industrial/Organizational Psychology emphasis
George Mason University, Fairfax, Virginia (August 2000)
Dissertation Title: *Efficiency Orientation: Establishing Measurement and Predictive Properties*
- M.S. Industrial/Organizational Psychology
University of Central Florida, Orlando, Florida (August 1996)
Thesis Title: *The Influence of Automated Performance Data on Rater Judgments: A Policy Capturing Study*
- B.A. Psychology, Management minor
Saint Leo College, Saint Leo, Florida (January 1993)
Magna Cum Laude

PROFESSIONAL EMPLOYMENT

- | | |
|--|-----------------|
| Professor | 09/14 - present |
| Associate Professor with Tenure | 09/07 – 08/14 |
| Associate Department Head | 09/10 – 08/12 |
| Director of the I/O Psychology Program | 09/06 – 09/10 |
| Joint Appointment | 04/01 - present |
| <i>Texas A&M University, Mays College & Graduate School of Business</i> | |
| Assistant Professor | 07/00- 08/07 |
| <i>Texas A&M University, Psychological & Brain Sciences, Department, College Station, Texas</i> | |
| Teach graduate and undergraduate courses in Industrial and Organizational Psychology. Advise undergraduate and graduate students on research projects as well as serve on master's theses and dissertation committees. Contribute to doctoral and master's programs in I/O psychology. | |
| Adjunct Faculty Member | 05/99 – 05/00 |
| <i>George Mason University, Department of Psychology & New Century College, Fairfax, Virginia</i> | |
| Taught four undergraduate courses: statistics for psychology majors, industrial and organizational psychology, and two sections of a course on transitioning to graduate school. | |
| Teaching Assistant | 06/97 – 05/98 |
| <i>George Mason University, Fairfax, Virginia</i> | |
| Taught two sections of a two-semester graduate level advanced statistics and research methods lab and one undergraduate statistics lab. Both courses involved describing how to calculate | |

statistics by hand and using SPSS, as well as the development and evaluation of quizzes, projects, homework assignments, and tests.

Courses Taught

Undergraduate: Statistics, Research Methods, Personnel Psychology, I/O Psychology

Graduate: Personnel Psychology, Individual Differences, Performance Appraisal, Workplace Criteria

Doctoral Student Placements

2020, Yimin He, University of Nebraska, Omaha

2017, Nathanael Keiser, Air Force Research Laboratory post-doc, (now at the Army Research Institute)

2017, Inchul Cho, Black Hills State University (now at University of North Georgia)

2015, Saurabh Deshpande, Prudent Technologies and Consulting

2015, Joseph Hendricks, Texas A&M University (post-doc)

2015, Margaret Horner, Blinn College, Brenham (now at the University Central Oklahoma)

2015, Xiaohong Xu, Old Dominion University (now at University of Texas, San Antonio)

2013, Allison Cook Alexander, ICF International

2013, Rebecca Thompson, University of Baltimore (now at George Mason University)

2012, Jeremy Beus, University of Central Florida (now at Washington State University)

2008, Jaime Henning, Eastern Kentucky University

2006, Pedro Leiva, Universidad Católica de Valparaiso, Chile (now at the University of Chile)

2005, Satoris (Youngcourt) Culbertson Howes, Kansas State University (now at Oregon State University, Cascades)

2004, Ann Huffman, Northern Arizona University

GRANTS AWARDED

Note: Graduate students underlined and undergraduate students double underlined.

Shinha, N., Shipp, E., Boroweic, J., **Payne, S. C.**, & Struttman, T. (2021). *Risk perceptions and safety training in agricultural aviation*. Department of Health and Human Services Public Health Services pilot project [\$19,988].

Payne, S. C., Vechot, L. N., & Ashraf, A. M. (2021). *Dolphin Energy: Integrated Safety Culture Project, Phase 3-4*. Research Contract [\$125,000]

Payne, S. C., Blanton, H., & Vechot, L. (2020-2021). *Motivating workplace safety through evidence-based messaging*. Texas A&M University Triads for Research: T3. [\$30,000]

Payne, S. C., Sasangohar, F., & Mehta, R. (2020-2022). *EMPOWER safety dashboards: Evaluate, measure, and promote offshore worker engagement and readiness*. Gulf Research Program of the National Academies of Sciences, Engineering, and Medicine. [\$943,008]

Payne, S. C., Vechot, L. N., & Ashraf, A. M. (2019). *Dolphin Energy: Integrated Safety Culture Project, Phase 2*. Research Contract [\$95,499]

Shipp, E. M., Trueblood, A. B., Perkinson, D. G., **Payne, S. C.**, & Arthur, W., Jr. (2019-2021). *Guidance for employer-based behavioral traffic safety programs for drivers in the workplace*. Transportation Research Board BTSCR Project Number BTS-01. [\$350,000]

- Payne, S. C.,** Holland, D. B., & Dumlao, S.V. (2018, July). *Enhancing medical provider self-efficacy for medical error reporting by implementing a near miss reporting system in a simulation center*. Texas A&M University, College of Liberal Arts Seed Grant. [\$14,981]
- Payne, S. C.,** Holland, B., Hernandez, J., & Mulcahy, A. (2018). *Enhancing medical provider and professional self-efficacy for medical error reporting and disclosure*. Texas A&M University, College of Liberal Arts Social Science Consortium. [\$2500]
- Payne, S. C.,** Vechot, L. N., & Ashraf, A. M. (2018). *Dolphin Energy: Integrated Safety Culture Project, Phase I*. Research Contract [\$37,000]
- Payne, S. C.,** & Bergman, M. E. (2005-2018). *Safety climate in oil and gas industries*. Mary Kay O'Connor Process Safety Center, Texas A&M University. [continuous 12 month support for an I/O psychology doctoral student, ~\$390,000]
- Payne, S. C.,** Vechot, L., & Keiser, N. (July 2016-June 2017). *Communicating hazards and risks to a multinational workforce: Testing the efficacy of a cross-cultural workplace safety communication workshop*. Proof-of-concept grant funded by Texas A&M University and Texas A&M University Qatar. [\$63,000]
- Payne, S. C.,** & Beus, J. M. (September 2013 - September 2014). *Validating a generalized measure of workgroup safety climate*. Abnormal Situation Management Consortium. [\$2,000]
- Yennello, S. J., Autenrieth, R. L., **Payne, S. C.,** Watson, K., & Cepeda-Benito, A. (October 2010 – September 2015, extended to September 2017). *ADVANCE-IT: Promoting success of women faculty through a psychologically healthy workplace*. National Science Foundation. [\$3,500,000.]
- Payne, S. C.,** Bergman, M. E., & Mannan, M. S. (May 2010 – June 2012). *Improving process safety climate: Part II*. Abnormal Situation Management Consortium. [\$10,000]
- Beus, J. M., **Payne, S. C.** & Arthur, W. E., Jr. (July 2010 – May 2011). *The development and validation of a universal measure of safety climate*. National Institute of Occupational Safety and Health Region VI Pilot Project Research Training Program. [\$7902]
- Payne, S. C.,** Bergman, M. E., & Mannan, M. S. (January 2010 – April 2011). *Using process safety climate to predict abnormal situations*. Abnormal Situation Management Consortium. [\$10,000]
- Payne, S. C.,** Boswell, W. R., & Shaub, M. K. (October 2007 – August 2009). *The relative influence of WorldatWork reward strategies on the attraction, motivation, and retention of talented and effective employees*. WorldatWork: The Total Rewards Association. [\$20,400]
- Vaid, J., Perez, M., Alexander, G, Bergman, M. Arthur, W. Jr., & **Payne, S. C.** (September 2006 – July 2007). *International/Diversity Curriculum Grant Proposal*, Texas A&M University [\$7,000]
- Payne, S. C.,** Huffman, A. H., & Henning, J. B. (April 2005-April 2007). *The influence of telework on work-family balance and organizational effectiveness*. Society for Human Resource Management Foundation. [\$15,329]
- Payne, S. C.,** & Huffman, A. H. (September 2003 August 2004). *Retaining Army leaders: An examination of the development and influence of organizational commitment*. Consortium of Universities for the U. S. Army Research Institute for the Behavioral and Social Sciences. [\$37,650]
- Payne, S. C.** (April 2002 - April 2003). *Engineering in teams: Contributions of individual characteristics and work climate*. New Proposal Development Program, Vice President for Research, Texas A&M University. [\$8,372.88]

- Payne, S. C.** (September 2001 – August 2002). *Explaining the intelligence-job performance relationship*. Faculty Mini-Grant, Vice President for Research, Texas A&M University, [\$1,000]
- Payne, S. C.** (December 2001- - June 2002). *The influence of organizational commitment on officer retention: A 12-year study of U.S. Army officers*. PricewaterhouseCoopers Endowment for the Business of Government [\$15,000]

PUBLICATIONS

Refereed Journal Articles

- Thompson, R. J., Payne, S. C., Alexander, A. L., Gaskins, V. A., & Henning, J. B.** (in press). A taxonomy of employee motives for telework. *Occupational Health Science*.
- Payne, S. C., Thompson, R. J., & Greer, T. W.** (2021). A call for I-O psychologists to contribute to business continuity planning and assessment. *Industrial-Organizational Psychology: Perspectives on Science and Practice*.
- He, Y., Zimmerman, C. A., Carter-Sowell, A. R., & Payne, S. C.** (2020). It's the reoccurring thoughts that matter: Rumination over workplace ostracism. *Occupational Health Science*, 4, 519-540. <https://doi.org/10.1007/s41542-020-00076-z>
- He, Y., Walker, J. M., Payne, S. C., & Miner, K. N.** (2020). Explaining the negative impact of workplace incivility on work and non-work outcomes: The roles of negative rumination and organizational support. *Stress and Health*, 37, 297-309. doi: 10.1002/smi.2988
- Xu, X., & Payne, S. C.** (2020). When do job resources buffer the effect of job demands? *International Journal of Stress Management*, 27(3), 226-240. doi: 10.1037/str0000146
- He, Y., Payne, S. C., Yao, X., & Smallman, R.** (2020). Improving workplace safety by thinking about what might have been: To what extent, why, and when does counterfactual thinking influence workplace safety behavior? *Journal of Safety Research*, 72, 153-164. doi: 10.1016/j.jsr.2019.12.010
- He, Y., Wang, Y., & Payne, S. C.** (2019). How is safety climate formed? A meta-analysis of the antecedents of safety climate. *Organizational Psychology Review*, 9 (2-3), 124-156. doi: 10.1177/2041386619874870
- Keiser, N. L., & Payne, S. C.** (2019). Are employee surveys biased? Impression management as a response bias in workplace safety constructs. *Safety Science*, 118, 453-465. doi: 10.1016/j.ssci.2019.05.051
- Beus, J. M., Payne, S. C., Arthur, W., Jr., & Muñoz, G. J.** (2019). The development and validation of a cross-industry safety climate measure: Resolving conceptual and operational issues. *Journal of Management*, 45, 1987-2013. doi: 10.1177/0149206317745596
- Bergman, M. E., & Payne, S. C.** (2018). Interdisciplinary collaborations facilitate safety climate research. *Journal of Loss Prevention in the Process Industries*, 56, 204-208. doi: 10.1016/j.jlp.2018.08.007
- Gibson, J. L., Payne, S. C., Botsford Morgan, W., & Allen, J. A.** (2018). The Society for Industrial and Organizational Psychology's guidelines for education and training: An executive summary of the 2016/2017 revision. *American Psychologist*, 73, 678-682. doi: 10.1037/amp0000266
- Keiser, N. L., & Payne, S. C.** (2018). Safety climate measurement: An empirical test of context-specific vs. general assessments. *Journal of Business and Psychology*, 33, 479-494. doi: 10.1007/s10869-017-9504-y

- Naber, A. M., Payne, S. C., & Webber, S. S. (2018). The relative influence of trustor and trustee individual differences on peer assessments of trust. *Personality and Individual Differences*, 128, 62-68. doi: [10.1016/j.paid.2018.02.022](https://doi.org/10.1016/j.paid.2018.02.022)
- Xu, X., & Payne, S. C. (2018). Predicting retention duration from organizational commitment profile transitions. *Journal of Management*, 44, 2142-2168. doi: [10.1177/0149206316643166](https://doi.org/10.1177/0149206316643166)
- Xu, X., Payne, S. C., & Bergman, M. E. (2018). The measurement equivalence of a safety climate measure across five faultlines. *Accident Analysis and Prevention*, 121, 321-334. doi: [10.1016/j.aap.2018.05.011](https://doi.org/10.1016/j.aap.2018.05.011)
- Cho, I., & Payne, S. C. (2016). Other important questions: When, how, and why do cultural values influence performance management? *Industrial and Organizational Psychology: Perspectives of Science and Practice*, 9, 343-350. doi: 10.1017/iop.2016.23
- Xu, X., Payne, S. C., Horner, M. T., & Alexander, A. L. (2016). Individual difference predictors of perceived change fairness. *Journal of Managerial Psychology*, 31, 420-433. doi: 10.1108/JMP-02-2014-0061
- Thompson, R. T., Payne, S. C., & Taylor, A. B. (2015). Applicant attraction to flexible work arrangements: Separating the influence of perceived flextime and flexplace. *Journal of Occupational and Organizational Psychology*, 88, 726-749. doi: 10.1111/joop.12095
- Payne, S. C., Culbertson, S. S., Lopez, Y. P., Boswell, W. R., & Barger, E. J. (2015). Contract breach as a trigger for adjustment to the psychological contract during the first year of employment. *Journal of Occupational and Organizational Psychology*, 88, 41-60. doi:10.1111/joop.12077
- Bergman, M. E., Payne, S. C., Taylor, A. B., & Beus, J. M. (2014). The shelf life of a safety climate assessment: How long until the relationship with safety-critical incidents expires? *Journal of Business and Psychology*, 29, 519-540. doi: 10.1007/s10869-013-9337-2
- Xu, X., & Payne, S. C. (2014). Quantity, quality, and satisfaction with mentoring: What matters most? *Journal of Career Development*, 41, 507-525. doi: 10.1177/0894845313515946
- Greer, T. W., & Payne, S. C. (2014). Overcoming telework challenges: Outcomes of successful telework strategies. *The Psychologist Manager Journal*, 17, 87-111. doi: [10.1037/mgr0000014](https://doi.org/10.1037/mgr0000014)
- Huffman, A. H., Casper, W. J., & Payne, S. C. (2014). How does spouse career support relate to employee turnover? Work interfering with family and job satisfaction as mediators. *Journal of Organizational Behavior*, 35, 194-212. doi: 10.1002/job.1862
- Huffman, A. H., Payne, S. C., Koehly, L. M., Culbertson, S. S., & Castro, C A. (2014). Examining time demands and work-family conflict on psychological distress. *Military Behavioral Health*, 2, 26-32. doi: 10.1080/21635781.2013.844662
- Simmons, A. L., Payne, S. C., & Pariyothorn, M. M. (2014). The influence of means efficacy on creative performance. *Creativity Research Journal*, 26, 53-61.
- Chang, J. Y., Cook, A. L., & Payne, S. C. (2013). Temporal dynamics of emotions within a workday: The moderating effects of neuroticism. *Korean Journal of Industrial and Organizational Psychology*, 26, 219-243.
- Culbertson, S. S., Henning, J., & Payne, S. C. (2013). Performance appraisal satisfaction: The role of feedback and goal orientation. *Journal of Personnel Psychology*, 12, 189-195.--- Cited in the *Washington Post*, the *Chicago Tribune*, the *Atlantic*, the *APS blog "Minds for Business"*, *ABC News Radio, Inc.*, and various syndicated news outlets.

- Bergman, M. E., **Payne, S. C.**, & Boswell, W. R. (2012). Sometimes pursuits don't pan out: Anticipated destinations and other caveats: Comment on Hom, Mitchell, Lee, & Griffeth (2012). *Psychological Bulletin*, *138*, 865-870.
- Beus, J. M.**, **Jarrett, S. M.**, Bergman, M. E., & **Payne, S. C.** (2012). Perceptual equivalence of psychological climates within groups: When agreement indices do not agree. *Journal of Occupational and Organizational Psychology*, *85*, 454-471. doi: 10.1111/j.2044-8325.2011.02049.x
- Payne, S. C.**, **Cook, A. L.**, & **Diaz, I.** (2012). Caregiver convenience: Expanding and understanding childcare satisfaction and work-family conflict. *Journal of Occupational and Organizational Psychology*, *85*, 225-244. doi: 10.1111/j.2044-8325.2011.02026.x
- Webber, S. S., **Payne, S. C.**, & Taylor, A. B. (2012). Personality and trust fosters service quality. *Journal of Business and Psychology*, *27*, 193-203.
- Thompson, R. J.**, **Payne, S. C.**, **Horner, M. T.**, & Morey, L. C. (2012). Why borderline personality features adversely affects job performance: The role of task strategies. *Personality and Individual Differences*, *52*, 32-36.
- Rodriguez, J. M.**, **Payne, S. C.**, Bergman, M. E., & **Beus, J. M.** (2011). The impact of the BP Baker report. *Journal of Safety Research*, *42*, 215-222. doi: 10.1016/j.jsr.2011.03.005
- Beus, J. M.**, Bergman, M. E., & **Payne, S. C.** (2010). The influence of organizational tenure on safety climate strength: A first look. *Accident Analysis and Prevention*, *42*, 1431-1437. doi:10.1016/j.aap.2009.06.002
- Beus, J. M.**, **Payne, S. C.**, Bergman, M. E., & Arthur, W., Jr. (2010). Safety climate and injuries: An examination of theoretical and empirical relationships. *Journal of Applied Psychology*, *95*, 713-727. doi: 10.1037/a0019164
- Payne, S. C.**, Bergman, M. E., **Rodriguez, J. M.**, **Beus, J. M.**, & **Henning, J. B.** (2010). Leading and lagging: Process safety climate-incident relationships at one year. *Journal of Loss Prevention in the Process Industries*, *23*, 806-812.
- Boswell, W. R., Shipp, A. J., **Payne, S. C.**, & **Culbertson, S. S.** (2009). Changes in newcomer job satisfaction over time: Examining the pattern of honeymoons and hangovers. *Journal of Applied Psychology*, *94*, 844-858.
- Henning, J. B.**, **Stufft, C. J.**, **Payne, S. C.**, Bergman, M. E., Keren, N., & Mannan, M. S. (2009). The influence of individual differences on organizational safety attitudes. *Safety Science*, *47*, 337-345. doi: 10.1016/j.ssci.2008.05.003
- Naemi, B. D.**, Beal, D. J., & **Payne, S. C.** (2009). Personality predictors of extreme response style. *Journal of Personality*, *77*, 1-26.
- Payne, S. C.**, Bergman, M. E., **Beus, J. M.**, **Rodriguez, J. M.**, & **Henning, J. B.** (2009). Safety climate: Leading or lagging indicator of safety outcomes? *Journal of Loss Prevention in the Process Industries*, *22*, 735-739.
- Payne, S. C.**, **Horner, M. T.**, Boswell, W. R., **Schroeder, A. N.**, & Stine-Cheyne, K. J. (2009). Comparison of online and traditional performance appraisal systems. *Journal of Managerial Psychology*, *24*, 526-544. doi 10.1108/02683940910974116
- Huffman, A. H.**, **Youngcourt, S. S.**, **Payne, S. C.**, & Castro, C. A. (2008). The importance of construct breadth when examining interrole conflict. *Educational and Psychological Measurement*, *68*, 515-530.
- Payne, S. C.**, **Culbertson, S. S.**, Boswell, W. R., & Barger, E. J. (2008). Newcomer psychological contracts and employee socialization activities: Does perceived balance in obligations matter? *Journal of Vocational Behavior*, *73*, 465-472.

- Hendricks, J. W., & **Payne, S. C.** (2007). Beyond the Big Five: Leader goal orientation as a predictor of leadership effectiveness. *Human Performance*, *20*, 317-344.
- Payne, S. C.**, Youngcourt, S. S., & Beaubien, J. M. (2007). A meta-analytic examination of the goal orientation nomological net. *Journal of Applied Psychology*, *92*, 128-150.
- Payne, S. C.**, Youngcourt, S. S., & Watrous, K. M. (2006). Portrayals of F. W. Taylor across textbooks. *Journal of Management History*, *12*, 385-407.
- Payne, S. C.**, & Webber, S. S. (2006). Effects of service provider attitudes and employment status on citizenship behaviors and customers' attitudes and loyalty behavior. *Journal of Applied Psychology*, *91*, 365-378.
- Payne, S. C.**, & Huffman, A. H. (2005). A longitudinal examination of the influence of mentoring on organizational commitment and turnover. *Academy of Management Journal*, *48*, 158-168.
- Payne, S. C.**, Finch, J. F., & Tremble, T. R. Jr. (2003). Validating surrogate measures of psychological constructs: The application of construct equivalence to archival data. *Organizational Research Methods*, *6*, 363-382.
- Tremble, T. R. Jr., **Payne, S. C.**, Finch, J. F., & Bullis, R. C. (2003). Opening organizational archives to research: Analog measures of organizational commitment. *Military Psychology*, *15*, 167-190.
- Chen, G., Webber, S. S., Mathieu, J. E., Bliese, P. D., **Payne, S. C.**, Born, D. H., & Zaccaro, S. J. (2002). Simultaneous examination of the antecedents and consequences of efficacy beliefs at multiple levels of analysis. *Human Performance*, *15*, 381-410.
- Gully, S. M., **Payne, S. C.**, Koles, K. L. K., & Whiteman, J. K. (2002). The impact of error training and individual differences on training outcomes: An attribute-treatment interaction perspective. *Journal of Applied Psychology*, *87*, 143-155.
- Cortina, J. M., Goldstein, N. B., **Payne, S. C.**, Davison, H. K., & Gilliland, S. W. (2000). The incremental validity of interviews scores over and above cognitive ability and conscientiousness scores. *Personnel Psychology*, *53*, 325-351.
- Webber, S. S., Chen, G., **Payne, S. C.**, Marsh, S. M., & Zaccaro, S. J. (2000). Enhancing team mental model measurement with performance appraisal practices. *Organizational Research Methods*, *3*, 307-322.
- Smith-Jentsch, K. A., Jentsch, F. G., **Payne, S. C.**, & Salas, E. (1996). Can pretraining experiences explain individual differences in learning? *Journal of Applied Psychology*, *81*, 110-116.

Book Chapters

- Payne, S. C.**, Mendoza, A. M., & Horner, M. T. (2018). Electronic performance management: Does altering the process improve the outcome? In D. L. Stone & J. H. Dulebohn (Eds.), [*The Brave New World of eHRM 2.0*](#) (pp. 189–215). Charlotte, NC: Information Age.
- Payne, S. C.**, Bergman, M. E., Keiser, N. L., & Xu, X. (2018). Safety climate of small to medium enterprises. In G. Boustras & F. Guldenmund (Eds.), [*Safety Management in Small to Medium Sized Enterprises*](#) (pp. 93-120). CRC Press.
- Jean, V. A., **Payne, S. C.**, & Thompson, R. J. (2015). Women in STEM: Family-related challenges and initiatives. In M. Mills (Ed.), *Gender and the work-family experience: An intersection of two domains* (pp. 291-311). New York: Springer.

- Huffman, A. H., & **Payne, S. C.** (2006). The challenges and benefits of dual-military marriages. In C. A. Castro, A. B. Adler, & T. W. Britt (Eds.), *Military life: The psychology of serving in peace and combat, Volume 3: The military family* (pp. 115-137). Praeger Press, a Division of Greenwood Publishing.
- Pritchard, R. D., & **Payne, S. C.** (2003). Motivation and performance management practices. In D. Holman, T. D. Wall, C. W. Clegg, P. Sparrow, & A. Howard (Eds.), *The new workplace: People, technology, and organization: A handbook and guide to the human impact of modern working* (pp. 219-244). Chichester: John Wiley.
- Salas, E., Cannon-Bowers, J. A., **Payne, S. C.**, & Smith-Jentsch, K. A. (1998). Teams and teamwork in the military. In C. Cronin (Ed.) *Military psychology: An introduction* (pp. 71-87). Old Tappan, New Jersey: Simon & Schuster.
- Smith-Jentsch, K. A., Johnston, J. H., & **Payne, S. C.** (1998). Measuring team-related expertise in complex environments. In J. A. Cannon-Bowers & E. Salas (Eds.), *Decision making under stress: Implications for training and simulation* (pp. 61-87) Washington, D.C.: American Psychological Association.

Non-Refereed Publications

- Payne, S. C.**, & He, Y. (2021, June). Benchmarking safety culture survey practices in the oil and gas industry. *MKO Process safety Journal*, 39-42.
- Dumlao, S. V., Mendoza, A. M., & **Payne, S. C.** (2020). Performance monitoring in the 21st century. In S. Fisher & T. Bondarouk (Eds.), *The encyclopedia of electronic human resource management* (pp. 182-187). De Gruyter.
- Payne, S. C.**, & Mendoza, A. M. (2020). Electronic performance management. In S. Fisher & T. Bondarouk (Eds.), *The encyclopedia of electronic human resource management* (pp. 202-207). De Gruyter.
- Payne, S. C.**, & Oliver, J. (2016, July). A comparison of the revised Guidelines to the careers study results. *The Industrial-Organizational Psychologist*, 54 (1), <http://www.siop.org/tip/july16/et.aspx>.
- Payne, S. C.**, Botsford Morgan, W. & Allen, J. (2015, October). Revising SIOP's Guidelines for Education and Training: Graduate program director survey results. *The Industrial-Organizational Psychologist*, 53 (2), 158-161.
- Payne, S. C.**, Botsford Morgan, W., & Bryan, L. K. (2015, July). Revision of SIOP's Guidelines for Education and Training is underway. *The Industrial-Organizational Psychologist*, 53 (1), 167-168.
- Payne, S. C.**, Horner, M. T., Deshpande, S. S., & Wynne, K. T. (2008, September). *Supervisory performance ratings: What have we been measuring?* Personnel Testing Council Newsletter.
- Payne, S. C.**, Henning, J. B., & Huffman, A. H. (2008, August). Challenging conventional wisdom about telecommuting policies. *HR Magazine*, 10.
- Payne, S. C.**, & Pariyothorn, M. M. (2007, April). I-O Psychology in introductory psychology textbooks: A survey of authors. *The Industrial-Organizational Psychologist*, 44(4), 37-42
- Payne, S. C.**, Succa, C. A., Maxey, T. D., & Bolton, K. R. (2001, July). Institutional representation in the SIOP conference program: 1986-2000. *The Industrial-Organizational Psychologist*, 39 (1), 53-60.
- Burgess, K. A., & **Church, S. T.** (1994, January). Student survey results: Items of interest. *The Industrial-Organizational Psychologist*, 31 (3), 117-119. [Church is my maiden name]

INVITED TALKS

- Payne, S.C.** (2021, October). *Safety Climate and Safety Culture: Science vs. Practice*. Presentation within a workshop at the 24th annual Mary Kay O'Connor Process Safety Center International Symposium. College Station, TX.
- Payne, S. C.** (2021, August). *EMPOWER: Evaluate, Measure, & Promote Offshore Worker Engagement and Readiness*. Presentation at the Center for Offshore Safety's Session on Promoting a Culture of Safety through Transparency and Knowledge Sharing at the Offshore Technology Conference. Houston, TX.
- Payne, S. C.** (2021, May). *Using psychological science to promote a healthy safety culture in the laboratory*. Presentation to the 2021 Workshop on Laboratory Safety: Advancing Safety in Teaching and Research. University of California, Los Angeles.
- Payne, S. C.** (2020, January). *Promoting a safety climate in the chemistry lab*. Presented to the Chemistry Student Safety Committee, Texas A&M University, College Station, TX.
- Payne, S. C.** (2019, December). *The science and practice of safety climate*. Presentation to the staff at Los Alamos National Laboratory. Los Alamos, New Mexico.
- Payne, S. C.** (2019, April). *The relative influence of national culture compared to safety culture on workplace safety*. Presentation at the Texas A&M University - Qatar, Process Safety Symposium. Doha, Qatar.
- Payne, S. C., Keiser, N. L., Ashraf, A., & Vechot, L.** (2018, April). *Examining the impact of national culture values and a safety communication workshop on perceptions of workplace safety*. Presentation at the Texas A&M University – Qatar, Process Safety Symposium. Doha, Qatar.
- Payne, S. C.** (2015, November). *Workplace climate: Seeking safety and inclusion*. Invited talk given to the psychology department at the University of Central Florida, Orlando, FL.
- Payne, S. C., & Keiser, N.** (2015, August). Texas A&M University Qatar laboratory safety survey results. Presentation given to multiple stakeholder groups at Texas A&M University – Qatar.
- Bergman, M. E., **Payne, S. C., Xu, X., & Keiser, N. L.** (2013, June). *Safety climate and its role in process safety*. Abnormal Situation Management Consortium Quarterly Review Meeting, Houston, TX.
- Payne, S. C., Thompson, R. J., Xu, X., Lomeli, L. C., & Smittick, A. L.** (2013, January). *Shifting standards: Sex differences in teaching evaluations or lack thereof?* Invited talk to the I/O Psychology program at Rice University, Houston, TX.
- Payne, S. C.** (2012, September). *Social science studies as a part of TAMU ADVANCE-IT*. Invited talk to the first year cohort of graduate students, Department of Psychology, Texas A&M University, College Station, TX.
- Payne, S. C., Bergman, M. E., Miner, K. N., Carter-Sowell, A., Thompson, R. T., Smittick, A., Lomeli, L. C., Xu, X.** (2012, January). *Advancing women in STEM at TAMU: It's also an empirical question*. Invited talk to the I/O Psychology program at Texas A&M University, College Station, TX.
- Payne, S. C.** (2011, April). *How I got here and supervisory job performance ratings: What have we been measuring?* Invited talk to the Department of Psychology, Saint Leo University, St. Leo, FL.

- Payne, S. C.** (2010). *Supervisory job performance ratings: What have we been measuring?* Invited talk to the I/O Psychology program at the Rice University, Houston, TX.
- Payne, S. C.** (2009, April). *How I managed the tenure process and remained reasonably sane/ Do's and don'ts as a junior faculty.* Junior Faculty Consortium, Panel discussion at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Payne, S. C., & Bergman, M. E.** (2008, September). *Leading and lagging: The safety climate-injury relationship.* Presentation at the Electric Power Research Institute's Twelfth Annual Power Switching Safety & Reliability Conference, San Antonio, TX.
- Payne, S. C., Bergman, M. E., Henning, J. B., Rodriguez, J. M., & Beus, J. M.** (2008, May). *Safety climate research in organizations: Unanswered research questions.* Invited talk to the Abnormal Situation Management Quarterly Meeting, College Station, TX.
- Payne, S. C.** (2007, February). *The development of psychological contracts and influence on socialization during the first year of employment.* Invited talk to the I/O Psychology program at the University of Houston, Houston, TX.
- Payne, S. C.** (2007, October). *The development of psychological contracts and influence on socialization during the first year of employment.* Invited talk to the first year cohort of graduate students, Department of Psychology, Texas A&M University, College Station, TX.
- Payne, S. C., & Bergman, M. E.** (2006, December). *The psychology of safety climate.* Invited talk to the South Texas Section of the American Institute of Chemical Engineers, Process Safety Management Division, Houston, TX.
- Payne, S. C.** (2006, November). *A comparison of online and traditional performance evaluation systems.* Invited talk to the Brazos Valley Chapter of the American Society for Training and Development, College Station, TX.
- Payne, S. C.** (2005, January). *The influence of employee attitudes on service-oriented organizational citizenship behaviors, customer attitudes, and behavior.* Invited talk to the I/O Psychology program at Rice University, Houston, TX.
- Payne, S. C.** (2002, August). *Matching service provider and customer satisfaction.* Invited talk to the Department of Management at Texas A&M University, College Station, TX.
- Payne, S. C.** (2000, October). *Efficiency orientation: Establishing measurement and predictive properties.* Invited talk to the I/O psychology doctoral program, Department of Psychology, Texas A&M University, College Station, TX.

CONFERENCE PRESENTATIONS

- Bowman, C., Tetzlaff, S., & Payne, S. C.** (2021, March). *Heightening awareness about our inability to effectively multitask.* Poster presented at the annual Texas A&M University Student Research Week. (virtual; 1st place winner)
- McGuire, H., & Payne, S. C.** (2021, March). *The relative and incremental effects of physical and mental health on job performance.* Poster presented at the annual Texas A&M University Student Research Week. (virtual; 2nd place winner)
- Paul, M., & Payne, S. C.** (2021, March). *Flexing work-nonwork boundaries: Time, place, or both?* Poster presented at the annual Texas A&M University Student Research Week. (virtual)

- Vollentine, A., & **Payne, S. C.** (2021, March). *Factors affecting the desire to work from home post-pandemic*. Poster presented at the annual Texas A&M University Student Research Week. (virtual; 2nd place winner)
- Dumlao, S. V., & **Payne, S. C.** (2021, April). *The Big Five and concern for information privacy*. Poster paper to be presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology Conference, New Orleans, LA. (virtual conference)
- Sinha, N., Shipp, E., Struttman, T., **Payne, S. C.**, & Borowiec, J. (2020, March). Risk perceptions among Part 137 operators and pilots. Paper submitted to the ASHCA.
- Greer, T. W., **Payne, S. C.**, Thompson, R. T., & Keiser, N. L. (2021, March). *The role of segmentation congruence in improving psychological outcomes among remote workers during the Covid-19 pandemic*. Presentation at the Southwest Academy of Management Conference. (virtual)
- Ashraf, A. M., **Payne, S. C.**, Vechot, L., & Olewski, T. (2020, October). *Administering a safety climate assessment in a multicultural organization: Challenges and findings*. Presentation at the 23rd annual Mary Kay O'Connor Process Safety Center International Symposium. College Station, TX. (virtual conference)
- Payne, S. C.**, Murphy, R., & Dumlao, S. V. (2020, October). *How much does safety culture change over time?* Presentation at the 23rd annual Mary Kay O'Connor Process Safety Center International Symposium. College Station, TX. (virtual conference)
- Hong, J., & **Payne, S. C.** (2020, June). *What are worksite wellness programs and are they effective?* Poster paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology Conference, Austin, TX. (virtual conference)
- Keiser, N. L., **Payne, S. C.**, Ashraf, A. M., & Vechot, L. (2020, June). *How does national culture related to workplace safety constructs?* Poster paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology Conference, Austin, TX. (virtual conference)
- Mendoza, A. M., Liu, S. C., **Payne, S. C.**, Stryker, S. R., & Polsley, S. (2020, June). *A comparison of four methods to analyze case law: Performance appraisal as an example*. Poster paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology Conference, Austin, TX. (virtual conference)
- Payne, S. C.**, Dumlao, S. V., Holland, D. B., He, Y., Hernandez-Munoz, J. J., & Mulcahy, A. M. (2020, June). Reporting and disclosing medical errors: The role of a just culture. In S. C. Payne & S. V. Dumlao (Chairs), *Promoting a culture of reporting health concerns*. Symposium presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (virtual conference)
- Payne, S. C.**, Dumlao, S. V., Holland, D. B., Mulcahy, A. M., & Hernandez-Munoz, J. J. (2020, June). Implementing a near miss reporting system into medical training called Whoops! In T. Casey (Chair), *Investigations into factors that build positive safety capacity*. Symposium presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (virtual conference)
- Payne, S. C.**, Dumlao, S. V., & Lyrock, A. (2020, June). *Should we be concerned about careless responding in safety surveys?* Poster paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology Conference, Austin, TX. (virtual conference)

- He, Y., Smallman, R., **Payne, S. C.**, & Dickey, K. (2019, August). *When, why, and how do functional counterfactual thoughts influence workplace attitudes and behavior?* Paper presented at the 79th annual meeting of the Academy of Management, Boston, MA.
- Payne, S. C.**, Borkowski, N., Kennel, V., Shuffler, M., & Keiser, N. (2019, August). In J. E. Morz's (Organizer) *Learning from medical error: Current directions in research and practice on medical error prevention*. Symposium presented at the 79th annual meeting of the Academy of Management, Boston, MA.
- Cho, I., Berry, C. M., & **Payne, S. C.** (2019). *Can supervisor-perspective ratings substitute for actual supervisor ratings? Likely not*. Poster paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington DC.
- Dumlao, S. V., **Payne, S. C.**, & George, Jr., F. (2019). *Employee attitudes towards wearable technologies in the workplace*. Poster paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington DC.
- Keiser, N. L., **Payne, S. C.**, He, Y., & Yao, X. (2019, April). *Safety climate dispersion: Assessing patterned differences in safety perceptions*. Poster paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington DC.
- Payne, S. C.**, Costa, P., Keiser, N. L., & Xu, X. (2019). *The influence of faculty sex on student evaluations of teaching*. Poster paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington DC.
- Mendoza, A. M., **Payne, S. C.**, & Dumlao, S. V. (2018, August). *Having it all: The shifting definitions of success*. Paper presented at the 78th annual meeting of the Academy of Management, Chicago, IL.
- Andrei, D., Clarke, S., & **Payne, S. C.** (2018, August). Panelist in K. Schopf, & J. Stouten's (Organizers) *Leadership and safety in high-risk environments: Integration and development of a research agenda*. Symposium conducted at the 78th annual meeting of the Academy of Management, Chicago, IL.
- He, Y., **Payne, S. C.**, Beus, J. M., Muñoz, G. J., Yao, X., & Wu, W. (2018, April). *Configuration of safety climate level and strength: A group-centered approach*. Poster paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Keiser, N. L., & **Payne, S. C.** (2018, April). *"Of-course it's safe!" Blatant extreme responding on workplace safety constructs*. Poster paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Payne, S. C.**, & Mendoza, A. M. (2018, April). A process change model: How eHRM technology capabilities effect process. In **S. C. Payne** & A. M. Mendoza (Chairs), *The influence of technology on human resource management*. Symposium presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bergman, M. E., & **Payne, S. C.** (2017, October). *A decade of research collaboration on safety climate at Texas A&M University*. Paper presented at the 20th annual Mary Kay O'Connor Process Safety Center International Symposium. College Station, TX.
- Payne, S. C.**, & He, Y. (2017, October). *Benchmarking safety culture survey practices in the chemical process industry*. Paper presented at the 20th annual Mary Kay O'Connor Process Safety Center International Symposium. College Station, TX.
- Ashraf, A. M., Vechot, L., **Payne, S. C.**, & Keiser, N. L. (2017, October). *Communicating hazards in a multicultural workforce*. Presentation at the annual Center for Chemical Process Safety Middle East Process Safety Conference, Bahrain.

- Keiser, N. L., & Payne, S. C. (2017, August). A meta-analysis of cultural values and safety climate. In L. Jiang (Chair), *Safety climate: Measurements, cultural causes, and climate strength*. Symposium presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- He, Y., Wang, Y., Nakahara, W., & Payne, S. C. (2017, August). *How is safety climate formed? A meta-analysis of the determinants of safety climate*. Paper presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- He, Y., Payne, S. C., & Yao, X. (2017, August). *Improving workplace safety by thinking about what might have been*. Paper presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- Payne, S. C., Mendoza, A. A., Malos, S., & Nakahara, W. (2017, April). Performance ratings: Does case law reveal more harm than good? In S. C. Payne & A. A. Mendoza (Chairs), *When are performance ratings most valuable?* Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Xu, X., & Payne, S. C. (2017, April). *The reverse-buffering effect of job control: Cross-sectional vs. longitudinal effects*. Poster paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- He, Y., & Payne, S. C. (2017, March). *Improving workplace safety by thinking what might have been: Exploring how and why counterfactual thinking impacts safety behavior*. Poster presented at the Texas A&M University Student Research Week, College Station, TX.
- Nakahara, W., Mendoza, A. A., & Payne, S. C. (2017, March). *Performance appraisals: Does the case law reveal more harm than good?* Presentation at the Texas A&M University Student Research Week, College Station, TX.
- Parnell, J., Payne, S. C., & Mendoza, A. (2017, March). *Can women have it all? Wait...what does it mean to "have it all"?* Poster presented at the Texas A&M University Student Research Week, College Station, TX.
- Cho, I., Berry, C. M., & Payne, S. C., (2017, February). *Taking a supervisor's perspective: Self-supervisor agreement in job performance ratings*. Poster presented at the annual conference of the Industrial/Organizational and Organizational Behavior, Houston, Texas
- Parnell, J., & Payne, S. C. (2017, February). *Can women have it all? Wait...What does it mean to "have it all"?* Presentation at the annual meeting of the Industrial Organizational Psychology Organizational Behavior Graduate Student Conference. Houston, Texas.
- Payne, S. C., & Mendoza, A. A., (2017, February). *Performance Evaluation: Does case law reveal more harm than good?* Poster presented at the annual meeting of the Industrial Organizational Psychology Organizational Behavior Graduate Student Conference. Houston, Texas.
- Xu, X., Payne, S. C., & Zhao, P. (2016). *Change trajectories of job satisfaction facets predicting turnover: A latent class growth analysis*. Paper presented at the 76th annual meeting of the Academy of Management Conference, Anaheim, CA.
- Jean, V. A., Payne, S. C., Boswell, W. R., & Thompson, R. J. (2016, June). *Does work-family support predict outcomes above and beyond perceived organizational support?* Paper presented at the third Work and Family Researchers Network, Washington, DC.
- Cho, I., Berry, C. M., & Payne, S. C. (2016, April). *Taking a meta-perspective: Korean self-supervisor agreement on work performance ratings*. Poster paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

- Keiser, N. L., & **Payne, S. C.** (2016, April). *Are workplace safety constructs susceptible to impression management?* Poster paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Payne, S. C.**, Botsford Morgan, W. & Allen, J. (2016, April). *Executive Board invited session: Revised guidelines for education at the master's and doctoral level.* Presentation delivered at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Xu, X., **Payne, S. C.**, & Bergman, M. E. (2016, April). *Measurement equivalence of a safety climate measure within multilevel data.* Poster paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- He, Y., Walker, J., & **Payne, S. C.** (2016, March). *The mediating effect of negative rumination on the relationships between workplace incivility, work and non-work outcomes.* Poster presented at the Texas A&M University Student Research Week, College Station, TX.
- Payne, S. C.**, Ching, I., & Costa, P. (2016, March). *Student descriptors of effective STEM professors.* Poster presented at the Texas A&M University Student Research Week, College Station, TX.
- LaGrone, T., & **Payne, S. C.** (2016, March). *Faculty incivility as reported by students in teaching evaluations.* Poster presented at the Texas A&M University Student Research Week, College Station, TX.
- Payne, S. C.**, Ching, I., & LaGrone, T. (2016, March). *Psychologically healthy workplace and 2015 faculty climate survey.* Poster presented at the Texas A&M University Campus Climate Conference, College Station, TX.
- Payne, S. C.**, Ching, I., & LaGrone, T. (2016, February). *Psychologically healthy workplace and 2015 faculty climate survey.* Poster presented at the Texas A&M University ADVANCE Center Engaging the Data: Are we ADVANCE-ing? College Station, TX.
- Payne, S. C.**, Keiser, N. L., & Xu, X. (2016, February). *A meta-analytic investigation of student evaluations of teaching: Re-examining sex differences.* Poster presented at the Texas A&M University ADVANCE Center Engaging the Data: Are we ADVANCE-ing? College Station, TX.
- Gopaldaswami, N., Keiser, N., **Payne, S. C.**, & Mannan, S. M. (2015, October). *Is your lab safe? An analysis of incidents and safety culture in labs.* Poster paper presented at the 18th annual International Symposium of the Mary Kay O'Connor Process Safety Center, College Station, TX.
- Naber, A. M., **Payne, S. C.**, & Webber, S. S. (2015, August). *The relative influence of trustor and trustee individual differences on peer assessments of trust.* Paper presented at the 75th annual meeting of the Academy of Management Conference, Vancouver, Canada.
- Xu, X., **Payne, S. C.**, Zhao, P., & Huffman, A. H. (2015, August). *The stability of organizational commitment.* Paper presented at the 75th annual meeting of the Academy of Management Conference, Vancouver, Canada.
- Deshpande, S., & **Payne, S. C.** (2015, April). *Effect of variability on supervisor performance ratings and attributions.* Poster paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Keiser, N. L., & **Payne, S. C.** (2015, April). The validity of contextualized safety climate measures for research laboratories. In **S. C. Payne** and N. L. Keiser (Co-chairs), *The development and validation of nine new workplace safety measures.* Symposium conducted

- at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Payne, S. C.**, Botsford Morgan, W., & Bryan, L. K. (2015, April). *Revision of SIOP's master's and PhD education guidelines*. Panel session conducted at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Payne, S. C.**, & Astrich, S. I. (2015, March). *The characteristics of students who provide comments on student evaluations of teaching*. Poster presented at the annual Texas A&M University Student Research Week, College Station, TX.
- Payne, S. C.**, & Saracay, E. (2015, March). *Developing a coding scheme to evaluate gender bias in student comments on teaching evaluations*. Presentation at the annual Texas A&M University Student Research Week, College Station, TX.
- Xu, X., & **Payne, S. C.** (2014). *The stability of organizational commitment profiles across samples and over time: Latent profile and transition analysis*. Paper presented at the Conference on Commitment in Organizations. Columbus, OH.
- Bergman, M. E., **Payne, S. C.**, Xu, X., & Keiser, N. L. (2014, October). *How often should I assess my organization's safety climate?* Presentation presented at to the 17th annual International Symposium of the Mary Kay O'Connor Process Safety Center, College Station, TX.
- Thompson, R. J. & **Payne, S. C.** (2014, August). Reasons for pursuing a career in academia: Discretion and work-life balance. In E. E. Kossek & P. Gettings (Chairs) *Organizational dynamics of workplace flexibility: Contextual, change, and multi-level linkages*. Symposium paper presented at the 74th annual meeting of the Academy of Management Conference, Philadelphia, PA.
- Greer, T. W., & **Payne, S. C.** (2014, June). *Employee perceptions of the advantages of working onsite: Do they matter for supervisor ratings of organizational citizenship behavior and job performance?* Paper presented at the second Work and Family Researchers Network, New York, New York.
- Greer, T. W., **Payne, S. C.**, Huffman, A. H., & Henning, J. B. (2014, June). *Comparing teleworkers to non-teleworkers using a matched pairs design: Why the job and organization matters*. Paper presented at the second Work and Family Researchers Network, New York, New York.
- Jean, V. A., **Payne, S. C.**, & Thompson, R. J. (2014, June). Are STEM departments family-supportive work environments? In V. A. Jean & **S. C. Payne** (Chairs) and J. W. Bennett (Discussant), *Work-family challenges faced by women in STEM: Studies from ADVANCE institutions*. Symposium paper presented at the second Work and Family Researchers Network, New York, New York.
- Payne, S. C.**, Keiser, N. L., Xu, X., & Bergman, M. E. (2014, June). *The importance of justification for safety procedures*. Presentation at the Southwest Regional Human Factors and Ergonomics Society Conference. College Station, TX.
- Thompson, R. J. & **Payne, S. C.** (2014, June). Employee discretion and health outcomes: When, where, and how. In M. Mills (Chair), *The impact of the work-family interface on health*. Symposium paper presented at the second Work and Family Researchers Network, New York, New York.
- Payne, S. C.**, Keiser, N. L., & Xu, X. (2014, May). Sex differences in higher-education course evaluations: A meta-analysis. In K. Miner (Chair), *ADVANCE(ing) women: From fixing*

- women to transforming organizations. Symposium paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Klein, S. R., & Payne, S. C. (2014, May). *Working session: Building a comprehensive environmental sustainability in organizations model*. Alternative session presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Naber, A.M., Payne, S. C., & Webber, S. S. (2014, May). *Cognitive and personality predictors of peer trust*. Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Thompson, R. J., & Payne, S. C. (2014, May). Employee discretion: When, where, and how. In J. Halbesleben (Chair), *Exploring the continuum of employee choice in work-family issues*. Symposium paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Thompson, R. J., Payne, S. C., Lomeli, L. C., Xu, X., & Smittick, A. (2014, May). *Shifting standards? Sex differences in teaching evaluations or lack thereof*. Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Johnson, T., Payne, S. C., & Rodriguez, J. E. (2014, March). *Faculty reactions to comments on teaching evaluations*. Poster presented at the annual Texas A&M University Student Research Week, College Station, TX
- Laws, M. C., Thompson, R. J., & Payne, S. C. (2014, March). *University evaluations vs. online ratings: Student biases revealed?* Poster presented at the annual Texas A&M University Student Research Week, College Station, TX.
- Payne, S. C., Keiser, N. L., Xu, X., & Monks, K. (2014, March). *Sex differences in higher education course evaluations: A meta-analysis*. Poster presented at the annual Texas A&M University Student Research Week, College Station, TX.
- Whitney, J. M., Payne, S. C., Keiser, N. L., Miner, K. N., & McDonald, J. N. (2014, March). *Multiple operationalizations of organizational climate for diversity*. Poster presented at the annual Texas A&M University Student Research Week, College Station, TX.
- Xu, X., Payne, S. C., & Bergman, M. E. (2013, October). *How & why do employees deviate from safety procedures?* Poster presented at the 16th annual Mary Kay O'Connor Process Safety Center International Symposium. College Station, TX.
- Beus, J. M., Muñoz, G. J., Arthur, W., Jr., & Payne, S. C. (2013). A multilevel construct validation of safety climate. In Leslie A. Toombs (Ed.), *Proceedings of the Seventy-third Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.
- Bergman, M. E., Payne, S. C., Taylor, A. B., & Beus, J. M. (2013, May). *The "shelf-life" of leading and lagging safety climate-safety incident relationships*. Paper presented at the Work, Stress, and Health Conference, Los Angeles, CA.
- Cook, A. L., & Payne, S. C. (2013, April). Supervisor support and trust: Facilitators of flexible work arrangement availability. In R. J. Thompson & S. C. Payne (Chairs), *Implementing flexible work arrangements: The hidden challenges*. Symposium paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Greer, T. W., & Payne, S. C. (2013, April). Making telework work: Strategies for overcoming challenges while teleworking. In R. J. Thompson & S. C. Payne (Chairs), *Implementing flexible work arrangements: The hidden challenges*. Symposium paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

- Thompson, R. J., & Payne, S. C. (2013, April). Perceptions of FWAs: Attraction to flextime, flexplace, or both? In R. J. Thompson & S. C. Payne (Chairs), *Implementing flexible work arrangements: The hidden challenges*. Symposium paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Xu, X., & Payne, S. C. (2013, April). *Cross-level predictors of willingness to mentor*. Poster paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Greer, T. W., & Payne, S. C. (2013, February). *Strategic outcomes of successful telework strategies*. Paper presented at the annual meeting of the Academy of Human Resource Development, Washington DC.
- Beus, J. M., Muñoz, G. J., Arthur, W., Jr., & Payne, S. C. (2012, June). *Cross-national validation of a Spanish version of the Generalized Safety Climate Measure*. Paper presented at the Workshop on Research Translation with Vulnerable Worker Populations, Colorado State University, Fort Collins, CO.
- Thompson, R. T., & Payne, S. C. (2012, August). *Attraction to flexible work arrangements: The role of work-life boundaries*. Poster paper presented at the first Work and Family Researchers Network, New York, New York.
- Xu, X., & Payne, S. C. (2012, August). *Individual difference predictors of perceived change fairness*. Poster paper presented at the 119th annual American Psychological Association Convention, Orlando, FL.
- Beus, J. M., Jarrett, S., Bergman, M. E., & Payne, S. C. (2012, April). *When agreement indices do not agree: Faultlines and climate perceptions*. Poster paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Payne, S. C. (2012, April). Representative for a career in a psychology department. In A. Schroeder (Chair). *Oh the places you'll go: An examination of I-O careers*. Panel discussion conducted at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Thundiyil, T., Boswell, W. R., Thompson, R. A., & Payne, S. C. (2012, April). *Antecedents of anticipatory justice in an environment of change*. Poster paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Xu, X., & Payne, S. C. (2012, April). *Proactive employees: The more resilient employees during organizational change*. Poster paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Urrutia, R. M., Thompson, R. J., & Payne, S. C. (2012, March). *Predicting turnover intentions in academia*. Student Research Week Presentation, Texas A&M University.
- Xu, X., & Payne, S. C. (2011, August). *Quantity, quality, and satisfaction with mentoring: What matters most?* Paper presented at the 71st annual meeting of the Academy of Management Conference, San Antonio, TX.
- Beus, J. M., Payne, S. C., & Arthur, W. Jr. (2011, April). *The initial validation of a universal measure of safety climate*. Paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Chang, J., Cook, A. L., & Payne, S. C. (2011, April). *The temporal dynamics of emotions within a workday*. Paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Greer, T. W., Payne, S. C., Huffman, A. H., Henning, J. B., & Rasmussen, J. L. (2011, April). The untold story: The impact of teleworking on non-teleworkers. In V. Morganson & B. A.

- Heinen (Chairs) *Telework and organizational outcomes: The impact of various stakeholders*. Symposium paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Kabins, A., Payne, S. C., Bergman, M. E., & Umphress, E. (2011, April). *Ratee reactions: Negative feedback as a motivating force*. Paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Payne, S. C., Thompson, R. J., & Pesonen, A. (2011, April). *Mentoring in academia: Who needs it?* Paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Thompson, R. J., Cook, A. L., Payne, S. C., & Henning, J. B. (2011, April). Does “why” matter?: Uncovering reasons for telework and their effects. In V. Morganson & B. A. Heinen (Chairs) *Telework and organizational outcomes: The impact of various stakeholders*. Symposium paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Thompson, R. J., Smittick, A. L., Pesonen, A. D., Payne, S. C., Bergman, M. E., & Miner-Rubino, K. (2011, April). *Promoting success of women faculty through a psychologically healthy workplace*. Presentation at the annual Psychologically Healthy Workplace Conference, Chicago, IL.
- Thompson, R. J., Cook, A. L., Payne, S. C., & Henning, J. B. (2011, March). Does “why” matter?: Uncovering reasons for telework and their effects. Student Research Week Presentation, Texas A&M University.
- Webber, S. S., & **Payne, S. C.** (2010, October). *Impact of service provider service orientation on customer trust and service quality*. Paper presented at the annual Southern Management Association Meeting, St. Petersburg, FL.
- Payne, S. C.,** Shaub, M. K., & Ryan, R. (2010, May). *Isolating the effects of the total rewards elements: Results of two WorldatWork sponsored research projects*. Presentation at the WorldatWork Total Rewards Conference, Dallas, TX.
- Kabins, A., Payne, S. C., Bergman, M. E., & Umphress, E. (2010, August). *Ratee reactions: Negative feedback as a motivating force*. Paper presented at the 118th annual American Psychological Association Convention, San Diego, CA.
- Thompson, R. J., Payne, S. C., Horner, M. T., & Morey, L. C. (2010, April). *Borderline personality disorder and job performance*. Poster presented at the 118th annual American Psychological Association Convention, San Diego, CA.
- Beus, J. M., Jarrett, S., Payne, S. C., & Bergman, M. E. (2010, April). *Safety climate perceptions across the organizational hierarchy*. Poster paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Culbertson, S. S., Huffman, A. H., Payne, S. C., Koehly, L., & Castro, C. A. (2010, April). Examining work-family conflict: Initial impact versus exposure time effects. In R. Matthews (Chair), *Designing effective longitudinal work-family research: Practical lessons learned*. Symposium paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Deshpande, S., Payne, S. C., & Zoghi, B. (2010, April). *Narrow personality predictors of technical sales performance*. Poster paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Payne, S. C.,** Cook, A. L., & Diaz, I. (2010, April). *Caregiver convenience: Expanding and understanding childcare satisfaction and work-family conflict*. Poster paper presented at the

- 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Payne, S. C., Rodriguez, J. M., Bergman, M. E., & Beus, J. M.** (2009, October). *The impact of the BP Baker report and process safety survey*. Paper presented in the American Institute of Chemical Engineers, Process Plant Safety Symposium Proceedings, Galveston, TX.
- Payne, S. C., Bergman, M. E., Rodriguez, J. M., Beus, J. M., & Henning, J. B.** (2009, October). *Leading and lagging: The safety climate-injury relationship at one year*. Paper presented at the 12th annual Mary Kay O'Connor Process Safety Center International Symposium, College Station, TX.
- Berry, J., Huffman, A. H., Payne, S. C., & Ragsdale, G. E.** (2009, April). *Directionality of work-family conflict: The role of impression management*. Poster paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Beus, J. M., Bergman, M. E., Payne, S. C., & Rodriguez, J. M.** (2009, April). *Safety climate strength and the influence of organizational tenure*. Poster paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Beus, J. M., Payne, S. C., & Bergman, M. E.** (2009, April). *Safety climate-accident relationship across levels of analysis: A meta-analytic examination*. Poster paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Culbertson, S. S., Henning, J. B., & Payne, S. C.** (2009, April). *Performance appraisal reactions: The role of feedback and goal orientation*. Poster paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Horner, M. T., Payne, S. C., & Thompson, R. J.** (2009, April). *Toward an understanding of why situational constraints negatively influence performance*. Poster paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Payne, S. C.** panelist. (2009, April). In Krauss, A. (Chair), *Performance management technology: Advantages, limitations, and possibilities*. Panel discussion conducted at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Payne, S. C., Cook, A. L., Horner, M. T., Shaub, M. K., & Boswell, W. R.** (2009, April). *Changes in recruits' importance ratings of organizational characteristics during recruitment*. Poster paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Payne, S. C., Rodriguez, J. M., & Bergman, M. E.** (2009, April). *The impact of the BP Baker report and process safety survey*. In J. Thompson (Chair), *Safety culture and operating discipline*. Paper presented in the American Institute of Chemical Engineers, Process Plant Safety Symposium Proceedings, Tampa, FL.
- Rodriguez, J. M., Bergman, M. E., Payne, S. C., & Beus, J. M.** (2009, April). *The impact of the BP Baker report*. In J. B. Henning & T. Woodrick (Chairs), *Personal vs. process safety: What's the difference?* Symposium paper presented at the 24th annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Simmons, A. L., Payne, S. C., & Pariyothorn, M. M.** (2009, April). *The influence of means efficacy on creative performance*. In T. Rizzuto (Chair) *Linking creative potential to*

- innovative perceptions and behaviors with technology*. Symposium paper presented at the 24th annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Bergman, M. E., **Payne, S. C.**, Rodriguez, J. M., Beus, J. M., & Henning, J. B. (2008, April). Leading and lagging: The safety climate-unsafe events relationship. In S. C. Payne & J. M. Rodriguez (Co-Chairs), *Safety in organizations: Moderators and mediators of safety climate*. Symposium paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Boswell, W. R., Shipp, A.J., **Payne, S. C.**, & Youngcourt, S. S. (2008, April). *Changes in job satisfaction: A longitudinal study of organizational newcomers*. Featured top poster paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Cook, A. L., Horner, M. T., & **Payne, S. C.** (2008, April). *In search of the antecedents of commitment to organizational change*. Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Hendricks, J. W., & **Payne, S. C.** (2008, April). When does performance-prove goal orientation contribute to performance? In N. W. Van Yperen (Chair), *Performance approach-avoidance motivation and task performance*. Symposium paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Henning, J. B., **Payne, S. C.**, & Huffman, A. H. (2008, April). *The influence of telework on work-family balance and job performance*. Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Horner, M. T., Cook, A. L., & **Payne, S. C.** (2008, April). *When does affect relate to performance appraisal perceptions and reactions?* Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Payne, S. C.**, Horner, M. T., Deshpande, S. S., & Wynne, K. T. (2008, April). *Supervisory performance ratings: What have we been measuring?* Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Payne, S. C.**, Horner, M. T., Boswell, W. R., Wolf, A. N., & Stine-Cheyne, K. J. (2008, April). *A comparison of online and traditional performance evaluation systems*. Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Simmons, A. C., **Payne, S. C.**, & Pariyothorn, M. M. (2008, April). *The role of means efficacy when predicting creative performance*. Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Leiva, P. I., & **Payne, S. C.** (2007, April). *The influence of experience and planning on team mental models*. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Naemi, B., Beal, D., & **Payne, S. C.** (2007, April). *Predicting extreme responding in surveys*. Poster presented at the 22nd annual conference of the Society for Industrial/Organizational Psychology, New York, NY.
- Payne, S. C.**, Bergman, M. E., Henning, J. B., & Rodriguez, J. M. (2007, October). *Safety Climate: Leading or Lagging Indicator of Safety Outcomes?* Paper presented at the 10th annual Mary Kay O'Connor Process Safety Center International Symposium, College Station, TX.

- Payne, S. C.,** Bergman, M. E., **Henning, J. B.,** & **Stufft, C. J.** (2007, April). Safety climate from the safety experts: In their own words. In M. S. Mannan & L. J. H. Schulze (Co-chairs), *Safety culture: Key to process safety performance*. Paper in the American Institute of Chemical Engineers, Process Plant Safety Symposium Proceedings, Houston, TX.
- Payne, S. C.,** & Bulger, C. A. (2007, April). (Co-Chairs). *The scientific and practical implications of globalization*. Panel discussion given at the 22nd annual conference of the Society for Industrial/Organizational Psychology, New York, NY.
- Payne, S. C.,** & Wang, M. (2007, April). (Co-Chairs). *Globalization and U.S. international competitiveness*. Invited address given by D. Salvatore at the 22nd annual conference of the Society for Industrial/Organizational Psychology, New York, NY.
- Payne, S. C.,** **Youngcourt, S. S.,** Boswell, W. R., & Barger, E. J. (2007, April). *The influence of newcomer psychological contracts on employee socialization*. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Payne, S. C.,** **Youngcourt, S. S.,** **Lopez, Y. P.,** Boswell, W. R., & Barger, E. J. (2007). *The development of psychological contracts during the first year of employment*. Paper presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA.
- Stufft, C. J.,** **Henning, J. B.,** **Payne, S. C.,** Bergman, M. E., Keren, N., & Mannan, M. S. (2007, April). *The influence of individual differences on organizational safety attitudes*. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Youngcourt, S. S.,** & **Payne, S. C.** (2007, August). *Examination of supervisor assessments of employee work-life conflict*. Paper submitted to the 115th annual meeting of the American Psychological Association, San Francisco, CA.
- Deshpande, S.** & **Payne, S. C.** (2006, May). *Defining productivity as the product of efficiency and effectiveness*. Poster presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology Conference, Dallas, TX.
- Huffman, A. H.,** **King, E.,** **Watrous, K. M.,** **Payne, S. C.,** & **Youngcourt, S. S.** (2006, May). *It's not just about sex: Gender-specific roles predict work-family conflict*. Poster presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology Conference, Dallas, TX.
- Naemi, B.,** Beal, D. & **Payne, S. C.** (2006, Feb). *Personality predictors of extreme responses in surveys: A latent class approach*. Paper presented at the 27th Annual IOOB Conference, Fairfax, VA.
- Naemi, B.,** Beal, D. & **Payne, S. C.** (2006, June). *A comparison of proportional and Mixed Rasch methods of measuring extreme response style*. Poster presented at the International Meeting of the Psychometric Society, Montreal, Canada.
- Payne, S. C.,** Bergman, M. E., **Henning, J. B.,** & **Stufft, C. J.** (2006, April). Safety climate and decision making. In M. S. Mannan & S. C. Payne (Co-chairs), *Improving Safety Culture*. Paper in the American Institute of Chemical Engineers, Process Plant Safety Symposium Proceedings, Orlando, FL.
- Payne, S. C.,** **Youngcourt, S. S.,** & **Watrous, K. M.** (2006, August). *Portrayals of F. W. Taylor across textbooks*. Poster presented at the 114th American Psychological Association Convention, New Orleans, LA.
- Slaughter, A. J.,** **Payne, S. C.,** & **Yu, J.** (2006, May). *Integrity tests and impression management: Differences across item categories*. Poster presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology Conference, Dallas, TX.

- Benzer, J. K., Huffman, A. H., & Payne, S. C. (2005). *When do turnover intentions predict turnover in the military?* Poster paper presented at the 113th American Psychological Association Convention, Washington, DC.
- Payne, S. C.,** Bergman, M. E., & Henning, J. B. (2005, April). Safety climate: It's not just an engineering problem. In M. S. Mannan & W. J. Rogers (Co-chairs), *Improving Safety Culture*. Paper in the American Institute of Chemical Engineers, Process Plant Safety Symposium Proceedings, Atlanta, GA.
- Huffman, A. H., Payne, S. C., Castro, C. A., & Koehly, L. M. (2004). *Work-family conflict of Army soldiers over time*. Poster presented at the 112th American Psychological Association Convention, Honolulu, HI.
- Huffman, A. H., Payne, S. C., & Casper, W. J. (2004). A comparative analysis of work-family balance: Single-earner versus dual-earner family employees. In S. C. Payne & A. H. Huffman (Chairs), *The work-family interface over time: Longitudinal studies of work-family relationships*. Symposium paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Huffman, A. H., Youngcourt, S. S., Watrous, K. M., Lemon, S., & Payne, S. C. (2004). Work-family conflict and sex differences: A meta-analytic study. In W. J. Casper & M. Streich (Chairs), *The role of individual difference variables in understanding work-family conflict*. Symposium paper presented at the 64th annual meeting of the Academy of Management, New Orleans, LA.
- Leiva, P. I., Gaulke, K. M., Watrous, K. M., Huffman, A. H., Payne, S. C., & Webber, S. S. (2004). Personality correlates of commitment: An investigation of two foci of commitment. In M. E. Bergman (Chair), *Organizational commitment: Construct refinements and expansions*. Symposium paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Slaughter, A. J., & Payne, S. C. (2004). *Experience, cognitive ability, and personality: Differential validity and interaction*. Poster presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Stiso, M. E., & Payne, S. C. (2004). *The influence of incentives and timing on error training*. Poster presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Yu, J., Whitney, D., & Payne, S. C. (2004). *Motivation and impression management on overt integrity tests and subtests*. Poster presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Payne, S. C.,** & Wright, J. (2003, August). Predicting trust in teams over time. Paper presented in S. S. Webber (Chair), *Longitudinal examination of team processes and trust*. Symposium paper at the 63rd annual meeting of the Academy of Management, Seattle, Washington.
- Huffman, A. H., Payne, S. C., & Castro, C. A. (2003). *Time demands, work-family conflict and turnover: Does gender matter?* Poster presented at the 18th annual meeting of the Society for Industrial and Organizational Psychology Conference, Orlando, FL.
- Payne, S. C.,** & Huffman, A. H. (2003). *Longitudinal vs. cross-sectional examination of the development of organizational commitment*. Poster presented at the 18th annual meeting of the Society for Industrial and Organizational Psychology Conference, Orlando, FL.
- Payne, S. C.,** & Webber, S. S. (2003). *The link between employee and customer satisfaction: Service oriented organizational citizenship behaviors*. Poster presented at the 18th annual

- meeting of the Society for Industrial and Organizational Psychology Conference, Orlando, FL.
- Browne, P. C., & Payne, S. C.** (2002). *Practitioners rate performance appraisal uses and barriers*. Paper presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology Conference, Toronto, Canada.
- Chen, G., Webber, S. S., Bliese, P. D., Mathieu, J. E., **Payne, S. C.**, Born, D. H., & Zaccaro, S. J. (2002). Simultaneous examination of the antecedents and consequences of efficacy beliefs at multiple levels of analysis. *Best paper proceedings for the 61st annual meeting of the Academy of Management*, Denver, CO.
- Hendricks, J. W., & Payne, S. C.** (2002). An Examination of the Relationship Between Goal Orientation and Leadership Effectiveness. In V. J. Fortunato (Chair), *An examination of the motivational consequences of goal orientation*. Symposium paper conducted at the 17th annual meeting of the Society for Industrial and Organizational Psychology Conference, Toronto, Canada.
- Huffman, A. H., & Payne, S. C.** (2002). An examination on the influence of mentoring on the organizational commitment of U.S. Army officers. In W. Casper & K. Fox (Chairs), *Building relationship networks to enhance commitment to the organization*. Symposium paper conducted at the 61st annual meeting of the Academy of Management, Denver, CO.
- Payne, S. C., & Philo, J.** (2002). *Identifying those who prefer to do more with less*. Paper presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology Conference, Toronto, Canada.
- Payne, S. C., Webber, S. S., Hall, K. J., & Knight, L. N.** (2002). Satisfaction and loyalty: Matching service provider and customer attitudes. In S. S. Webber (Chair), *The ties that bind: Employee – customer relationships*. Symposium paper presented at the 61st Annual Meeting of the Academy of Management, Denver, CO.
- Payne, S. C., Succa, C. A., & Maxey, T. D.** (2001). *Institutional representation in the SIOP program: 1986-2000*. Paper presented at the 16th annual meeting of the Society for Industrial and Organizational Psychology Conference, San Diego, CA.
- Gully, S. M., **Payne, S. C.**, Kiechel, K. L., & Whiteman, J. K. (2000). The impact of error training and individual differences on training outcomes: An attribute-treatment interaction perspective. In S. W. J. Kozlowski (Chair), *Developing Complex Adaptive Skills: Individual- and Team-Level Training Strategies*. Symposium paper presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Payne, S. C.** (2000). *Seniors in transition: A new class on transitioning to graduate school*. Poster presented at the 108th American Psychological Association Convention, Washington, DC.
- Beaubien, J. M., & **Payne, S. C.** (1999). Individual goal orientation as a predictor of job and academic performance: A meta-analytic review and integration. In S. L. Fisher & J. Beaubien (Chairs), *Goal orientation: Expanding the nomological network*. Symposium paper presented at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Chen, G., Webber, S. S., **Payne, S. C.**, & Zaccaro, S. J. (1999). Examining multilevel input-process-output relationships in action teams. In R. Klimoski (Chair), *Individual Differences and Team Performance*. Symposium paper presented at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Gully, S. M., **Payne, S. C.**, Kiechel, K. L., & Whiteman, J. K. (1999). Affective reactions and performance outcomes of error-based training. In S. M. Gully & S. W. J. Kozlowski (Chairs), *Learning to fail or failing to learn? The role of errors, failures, and feedback in learning environments*. Symposium paper presented at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Payne, S. C.** (1999). A longitudinal examination of the components of organizational commitment. In R. Ruskin and S. C. Payne (Chairs), *Consortium Research Fellows Program: A partnership that works*. Symposium paper presented at the 107th American Psychological Association Convention, Boston, MA.
- Chen, G., Zaccaro, S. J., Webber, S. S., **Payne, S. C.**, & Marsh, S. (1998). *Team-level influences on athletes' self-regulation: Cross-level analyses*. Poster presented at the Annual Conference of the Association for the Advancement of Applied Sport Psychology, Cape Cod, MA.
- Gully, S. M., Phillips, J. M., Beaubien, J. M., & **Payne, S. C.** (1998). Effects of individual differences in goal orientation and self-regulatory tendencies on learning. In S. M. Gully & J. E. Mathieu (Chairs), *Individual differences, learning, motivation, and training outcomes*. Symposium paper presented at the 13th annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Payne, S. C.** (1998). Theories of team effectiveness. In C. A. Bowers & D. M. Milanovich (Chairs), *The good, bad, and ugly of conducting team performance research*. Symposium paper presented at the 106th American Psychological Association Convention, San Francisco, CA.
- Tremble, T. R. Jr., **Payne, S. C.**, & Bullis, R. C. (1998). Opening organizational archives to research: Analog measures of organizational commitment. In P. A. Gade (Chair), *Measuring organizational commitment in military surveys*. Symposium paper presented at the 106th American Psychological Association Convention, San Francisco, CA.
- Webber, S. S., Chen, G., Marsh, S. M., & **Payne, S. C.** (1998). Performance appraisal research contributes to team mental model measurement. In S. J. Zaccaro (Chair), *Breaking barriers in team research: New methodologies and applications for team research and practice*. Symposium paper presented at the 57th annual meeting of the Academy of Management, San Diego, CA.
- Payne, S. C.** (1997). *Managing the downsizing process: Alleviating the negative effects*. Paper presented at the 18th annual Industrial Organizational Psychology/Organizational Behavior Graduate Student Conference, Roanoke, VA.
- Smith-Jentsch, K. A., **Payne, S. C.**, & Johnston, J. H. (1996). Guided team self-correction: A methodology for enhancing experiential team training. In K. Smith-Jentsch (Chair), *When, how, and why does practice make perfect?* Symposium paper presented at the 11th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Cannon-Bowers, J. A., Johnston, J. H., Smith-Jentsch, K. A., Salas, E., & **Payne, S. C.** (1995). *Performance measures and training: Building blocks for effective teamwork*. Invited address at the 1st Annual Office of Personnel Management, Performance Management in a New Era Conference, Vienna, VA.
- Church, S. T.**, Smith-Jentsch, K. A., & Johnston, J. H. (1995). *The challenges of measuring team performance in simulation training exercises*. Presentation at the 16th annual Industrial Organizational Psychology/Organizational Behavior Graduate Student Conference, Denver, CO. [Church is my maiden name]

Smith, K. A., Jentsch, F. G., **Church, S. T.**, & Salas, E. (1995). *Pre-training experiences as a moderator of learning*. Poster presented at the 10th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL. [Church is my maiden name]

TECHNICAL REPORTS

- Payne, S. C.**, Vechot, L., Dumlao, S. V., Bowman, C. & Adia, N. (2021, July). *Integrated Safety Culture Project Phase IIb: Integration of Phase I, IIa, IIb*. Final report submitted to the Health, Safety, Environment, and Security Department at Dolphin Energy Limited, Qatar.
- Payne, S. C.**, Vechot, L., Dumlao, S. V., & Bowman, C. (2021, April). *Integrated Safety Culture Project Phase IIb: Focus Group Report*. Final report submitted to the Health, Safety, Environment, and Security Department at Dolphin Energy Limited, Qatar.
- Payne, S. C.** Arthur, W., Jr., Perkinson, D., Ship, E., Trueblood, A. B., Higgins, L., & Womack, K. (2020). *Task 4 Write-up: Technical Memorandum. Project BTS-01: Guidance for Employer-Based Behavioral Traffic Safety Programs for Drivers in the Workplace*. Transportation Research Board of the National Academies of Sciences, Engineering, and Medicine.
- Payne, S. C.**, Ashraf, A. M., Dumlao, S. V., Vechot, L., & Olewski, T. (2020, December). *Integrated Safety Culture Project Phase II: Focus Group Report*. Final report submitted to the Health, Safety, Environment, and Security Department at Dolphin Energy Limited, Qatar.
- Payne, S. C.**, Ashraf, A. M., Vechot, L., & Olewski, T. (2019, March). *Dolphin Energy Safety Climate Survey Report*. Phase 1 Final report submitted to the Health, Safety, Environment, and Security Department at Dolphin Energy Limited, Qatar.
- Payne, S. C.**, Keiser, N. L., Ashraf, A. M., & Vechot, L. (2017, June). *QAFAC Workplace Safety Communication Time 1 Survey Report*. Report submitted to the Health, Safety, and Environment Department at QAFAC Fuel Additives Company Limited. Qatar.
- TAMU ADVANCE Social Science Studies Team. (2017, January). 18 TAMU college-level 2015 Faculty Climate Survey Data Reports. Submitted to the Dean of Faculties.
- Payne, S. C.**, & He, Y. (2016, June). *TOTAL Safety Climate Survey Report*. Final report submitted to the Health, Safety, and Environment Department of TOTAL Petrochemicals and Refining USA, Inc.
- TAMU ADVANCE Social Science Studies Team. (2016, January). Over 30 TAMU college-level Psychologically Healthy Workplace 2015 Faculty Climate Survey Data Reports. Submitted to the Dean of Faculties.
- Payne, S. C.**, & Keiser, N. L. (2015, June). *Laboratory safety survey report: Texas A&M University Qatar*. Final report submitted to the Dean and CEO of TAMU Qatar.
- Boswell, W. R., Jean, V., & **Payne, S. C.** (2015, June). *Results for TAMUG Climate Survey*. Final report submitted to the Human Resource Department, Texas A&M University Galveston.
- Keiser, N. L., & **Payne, S. C.** (2015, March). *Mechanical engineering department climate survey*. Final report submitted to the Mechanical Engineering Department, Texas A&M University.
- Payne, S. C.**, & Keiser, N. L. (2014, February). *Emergency services training institute (ESTI) safety survey report*. Final report submitted to Texas A&M Engineering Extension Service, Texas A&M University.

- Payne, S. C., & Keiser, N. L.** (2013, June). *Dual career needs assessment survey*. Final report submitted to ADVANCE Center, Texas A&M University.
- Payne, S. C., & Keiser, N. L.** (2012, October). *Need for childcare*. Final report submitted to all deans at Texas A&M University, Texas A&M University.
- Payne, S. C., & Xu, X.** (2012, June). *Evaluation of the Women's Faculty Network (WFN) Mentoring Program*. Final report submitted to the Women's Faculty Network and Dean of Faculties, Texas A&M University.
- Payne, S. C., Xu, X., Bergman, M. E., Beus, J. M., & Mannan, M. S.** (2012, June). *Process Safety Culture Project: Phase 2: Process Safety Procedure Interviews*. Final report submitted to the Abnormal Situation Management Consortium.
- Beus, J. M., Muñoz, G. J., Arthur, W. Jr., & Payne, S. C.** (2011). *Geo-Operaciones preliminary safety survey report*. Technical Report submitted to Geo-Operaciones, El Salvador, Chile. College Station, TX: Texas A&M University, Psychology Department.
- Boswell, W. R., Payne, S. C., Thundiyil, T., & Thompson, R. J.** (2011, August). *Results for climate and quality of work life survey: Time 2*. Final report submitted to Assistant Dean for Planning and Evaluation, College of Medicine, Texas A&M Health Science Center.
- Boswell, W. R., Payne, S. C., Thundiyil, T., & Thompson, R. J.** (2011, March). *Results for climate and quality of work life survey: Time 1*. Final report submitted to Assistant Dean for Planning and Evaluation, College of Medicine, Texas A&M Health Science Center.
- Payne, S. C., & Xu, X.** (2011, August). *University Dining August 2011 employee survey*. Final report submitted to the Executive Director of University Dining. Texas A&M University.
- Payne, S. C., Beus, J. M., & Xu, X.** (2011, April). *University Dining 2011 employee survey*. Final report submitted to the Executive Director of University Dining, Texas A&M University.
- Payne, S. C., Bergman, M. E., & Mannan, M. S.** (2011, April). *Socializing safety climate: Phase 1: Safety climate interviews*. Final report submitted to the Abnormal Situation Management Consortium.
- Payne, S. C., & Horner, M. T.** (2009, December). *Employee online performance evaluation survey*. Final report submitted to the Assistant Director of Employee and Organizational Development, Texas A&M University.
- Payne, S. C., & Horner, M. T.** (2009, December). *HR liaison performance evaluation survey*. Final report submitted to the Assistant Director of Employee and Organizational Development, Texas A&M University.
- Payne, S. C., Cook, A. L., Horner, M. T., Shaub, M. K., & Boswell, W. R.** (2009, December). *The relative influence of total reward elements on attraction, motivation and retention*. Final report submitted to the WorldatWork.
- Payne, S. C., Cook, A. L., Diaz, I., & Yennello, S. J.** (2008, December). *TAMU Employee and student childcare needs and satisfaction survey*. Report submitted to multiple TAMU administrators.
- Payne, S. C., Cook, A. L., & Horner, M. T.** (2008, October). *Dining Services 2008 Employee Survey*. Final report submitted to the Interim Executive Director of Dining Services, Texas A&M University.
- Payne, S. C., Henning, J. B., & Huffman, A. H.** (2008, June). *The influence of telework on work-family balance and job performance*. Final report submitted to the Society for Human Resource Management Foundation.

- Payne, S.C.**, Bergman, M. E., & Beus, J. M. (2008, February). *INVISTA Health and Safety Survey Technical Report*.
- Payne, S. C.**, Horner, M. T., & Cook, A. L. (2007, October). *Dining Services Employee Survey*. Final report submitted to the Executive Director of Dining Services, Texas A&M University.
- Payne, S. C.**, Huffman, A. H., & Tremble, T. R. Jr. (2002). *The influence of organizational commitment on officer retention: A 12-year study of U.S. Army officers*. Final report published by PricewaterhouseCoopers Endowment for the Business of Government.
- Tremble, T. R. Jr., **Payne, S. C.**, & Bullis, R. C. (1998). *Analog scales of affective and continuance commitment*. (ARI Technical Report) Alexandria, VA: U. S. Army Research Institute for the Behavioral and Social Sciences (DTIC No. ADA 343360).
- Dela Rosa, M. R., Knapp, D. J., Katz, B. D., & **Payne, S. C.** (1997). *Scoring system improvements to three leadership predictors* (ARI Technical Report 1070). Alexandria, VA: U. S. Army Research Institute for the Behavioral and Social Sciences (DTIC No. ADA 339243).
- Gully, S. M., Phillips, J. M., Beaubien, J. M., & **Payne, S. C.** (1997). *Influences of individual differences in goal orientation, self-regulation, and the five factor personality dimensions on learning strategies and outcomes*. Final Summer Research Award Report, submitted to the Office of the Provost. Fairfax, VA: George Mason University.

RESEARCH EXPERIENCE

Research Interests: Individual differences, performance evaluation and criterion development, safety climate, work-life balance initiatives.

Research Assistant 07/96 – 07/00

Army Research Institute, Alexandria, Virginia

Conducted multiple studies examining the influence of organizational commitment on both enlisted and officer turnover intentions and actual retention rates using longitudinal, archival data. Contributed to a technical report revising the scoring of cognitive predictors of leadership.

Expert Witness Assistant 12/98 – 2/99

George Mason University, Fairfax, Virginia

Conducted a literature review on the differential validity of interviews, sources of interviewer variance, and gender differences and prepared a summary report for use in deposition preparation.

Research Assistant 08/98 – 05/99

George Mason University, Fairfax, Virginia

Assisted with the development and conduction of a laboratory study examining how individual differences predict contextual performance. This included supervising five graduate and seven undergraduate students.

Research Assistant 05/94 – 06/96

Naval Air Warfare Center Training Systems Division, Orlando, Florida

Assisted with interviews of air traffic controllers in order to identify team competencies in the tower cab. Conducted statistical analyses to examine the effectiveness of team training. Assisted

in the development of a performance measure and debriefing guide to assess teamwork skills in PC-based simulation exercises, rated leader briefing skills, and conducted telephone interviews on pretraining experiences.

AWARDS

2017 TAMU Diversity Service Award for Faculty
 2015 American Psychological Association Fellow
 2015 Society for Industrial and Organizational Psychology Fellow
 2014 Editor Commendation for paper published in the *Journal of Business and Psychology*
 2013 Society for Industrial/Organizational Psychology's M. Scott Myers Award for Applied Research in the Workplace
 2012 Finalist for the Best *Journal of Occupational and Organizational Psychology* paper award
 2011 Texas A&M University Women's Progress Award
 2008 Featured top poster paper presented at to the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
 Boswell, W. R., Shipp, A.J., **Payne, S. C.**, & Youngcourt, S. S. (2008, April). *Changes in job satisfaction: A longitudinal study of organizational newcomers.*
 2007 Faculty Fellow of the Mary Kay O'Connor Process Safety Center
 2007 Ray A. Rothrock Fellowship, College of Liberal Arts, Texas A&M University
 2007 Industrial/Organizational Psychology Student Association Distinguished George Mason University Alumni Award
 1998, 1999, 2000 American Psychological Association Travel Award

PROFESSIONAL AFFILIATIONS

Academy of Management (Gender & Organizations, Human Resources, Organizational Behavior, & Research Methods Divisions)
 Society for Industrial/Organizational Psychology
 Work and Family Research Association

SERVICE ACTIVITIES

Associate Editor

Journal of Business and Psychology (2009-2011)

Editorial Board

Human Performance (2015-2018)

Journal of Business and Psychology (2012-present)

Journal of Occupational and Organizational Psychology (2013-2015)

Journal of Vocational Behavior (2016-present)

Grant Reviewing

Reviewer for the National Science Foundation (2008-2009, 2014, 2015)

Reviewer for the National Institute of Occupational Safety & Health (2006, 2007)

Reviewer for the Israel Science Foundation (2005, 2011)

Adhoc Journal Reviewing

Academy of Management Journal (2003-present)
Accident Analysis and Prevention (2010-present)
ADVANCE Journal (2018)
Applied Psychology: An International Review (2006-present)
Assessment (2001)
Career Development International (2007)
Equality, Diversity, and Inclusion: An International Journal (2017)
European Journal of Social Psychology (2008)
European Journal of Work and Organizational Psychology (2006-present)
Group and Organization Management (2007)
Human Performance (2008-present)
Human Relations (2007-present)
Human Resource Management (2006-present)
Human Resource Management Review (2016-present)
International Journal of Occupational and Environmental Health (2015)
Journal of Applied Psychology (2002-present)
Journal of Applied Social Psychology (2005-present)
Journal of Business and Psychology (2007-present)
Journal of Business Research (2007)
Journal of General Psychology (2014)
Journal of Occupational and Organizational Psychology (2004-present)
Journal of Organizational Behavior (2014 - present)
Journal of Family Psychology (2003)
Journal of Loss Prevention in the Process Industries (2010- present)
Journal of Management (2001-present)
Journal of Management Studies (2006-present)
Journal of Managerial Psychology (2009-present)
Journal of Occupational Health Psychology (2010-present)
Journal of Personality and Social Psychology: Personality Processes and Individual Differences (2016-present)
Journal of Safety Research (2021-present)
Learning and Individual Differences (2011-present)
Military Psychology (2001-present)
Organizational Behavior and Human Decision Processes (2007-present)
Organizational Research Methods (2005)
Personnel Psychology (2006-present)
Psychological Bulletin (2010-present)
Psychological Reports (2008)
Safety Science (2014-present)
Safety Health and Work (2017-present)

Conference Reviewing

GDO Division of the Academy of Management Conference (2018)
 HR Division of the Academy of Management Conference (2002-present)

OB Division of the Academy of Management Conference (2002-present)
 RM Division of the Academy of Management Conference (2003-present)
 Society for Industrial and Organizational Psychology Conference (2001-present)
 Southern Management Association (2014)

Committees

National

SIOP Fellowship Committee (2017-2021); Chair-related roles (2019-2021)
 SIOP Distinguished Service Award Subcommittee (2016-2019)
 SIOP Education and Training Committee (2013-2017); Chair of the Committee on Revising the
 Education and Training Guidelines at the Master's and PhD levels
 HR Division of AOM Scholarly Achievement Award Committee (2008, 2009, 2010)
 SIOP Scientific Affairs Committee (2005-2008)
 Chair of the SIOP Scientific Affairs Subcommittee on I/O Psychology Chapters in Introduction
 to Psychology Textbooks (2005-2006)
 Chair of the 2007 Strategic SIOP Program Planning Subcommittee: Sunday Theme (2006-2007)
 SIOP Strategic Program Planning Committee (2005-2007)
 SIOP History Committee (2001-2003)

University

TAMU Faculty Grievance Committee (2011)
 TAMU ADVANCE-IT Director Search (2010-2011)
 Ad-hoc group for the University Campus Climate Survey (2009)
 University Work-Life Committee (September 2006-2011)

Department of Psychological and Brain Sciences

Chair of Diversity Committee focused on Staff (2020-present)
 Search Committee for I/O Faculty member (2019)
 Search Committee for I/O MSIOP Faculty member (2019)
 Search Committee for the Director of the Master's in I/O Program and considerable preparations
 for the program (fee request, survey of PhD students, draft curriculum, website information,
 answering applicant questions, initial round of admissions) (2017-2018)
 Chair of P&T Committee (2017-2020)
 Mentoring Committees (2015- present)
 Affective Science Search Committee (2014)
 Workload Committee (2014)
 Senior fMRI Search Committee (2013)
 Psychology Department Webmaster and Webpage Committee, Chair (2010-2017)
 Undergraduate Curriculum Committee (2010-present)
 Department of Psychology Department Head Search (2010, 2012)
 Psychology Department Evaluation Committee (2008-2010; 2016-2018; 2020-2021)
 Social Psychology Faculty Search Committee (2007)
 Chair of I/O Graduate Student Admissions Committee (2001-2010, 2014-present)
 I/O Psychology Faculty Search Committee (2001, 2003, 2004, 2008)
 Sells Library Committee (2000-2006)