

Allison L. Alexander

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Education

- Ph.D. Industrial/Organizational Psychology (August 2014)
Texas A&M University, College Station, Texas
Dissertation Title: Telework's Impact on Employee Effectiveness: Is it the Time or the Place that Really Matters
- M.S. Industrial/Organizational Psychology (August 2008)
Texas A&M University, College Station, Texas
Master's Thesis Title: Job Satisfaction and Job Performance: Is the Relationship Spurious?
- B.A. Psychology, with Minors in Organizational Leadership & Supervision, Spanish (May 2005)
Purdue University, West Lafayette, Indiana
Undergraduate Thesis Title: Assessing Applicant Fit: The Role of Individual, Job, and Organizational Characteristics

Employment

ICF

2020 – present	Director, Human Capital
2016 – 2020	Manager
2013 – 2016	Senior Associate
2011 – 2013	Associate
2007	Consultant

Kenexa

2008 – 2009	Assessment Research Intern
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Texas A&M University, Psychology and Management Departments

Spring 2019	Course Instructor
Fall 2017	Course Instructor
2005 – 2010	Research Assistant/Teaching Assistant

Book Chapter

Cronin, B., & **Alexander, A.** (2019). Responding to Demographic and Skill Shifts in the Mobility Workforce. In T. Reeb (Ed.), *Empowering the New Mobility Workforce*. Elsevier (p 125-148).

Publications

Carpenter, N. C., Soon, J., Harris, T. B., **Alexander, A. L.**, Horner, M. T. (2016). Don't forget the items: Item-level meta-analytic and substantive validity techniques for reexamining scale validation. *Organizational Research Methods, Organizational Research Methods, 16*(4), 616-650.

Xu, X., Payne, S. C., Horner, M. T., & **Alexander, A. L.** (2016). Individual difference predictors of perceived organizational change fairness. *Journal of Managerial Psychology, 31*, 420-433.

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*(2), 219-243.

Payne, S. C., **Cook, A. L.**, & Diaz, I. (2012). Understanding childcare satisfaction and its effect on workplace outcomes: The convenience factor and the mediating role of work-family conflict. *Journal of Occupational and Organizational Psychology, 85*, 225-244.

Payne, S. C., **Cook, A. L.**, Horner, M. T., Shaub, M. K., & Boswell, W. R. (2011). The Relative Influence of Total Rewards Elements on Motivation and Retention. *WorldatWork Journal, First Quarter 2011*, 6-21.

Published Reports

Alexander, A. (2020). TCRP Synthesis 147: Attracting, Retaining, and Advancing Women in Transit – A Synthesis of Transit Practice. Transportation Research Board of the National Academies, Washington, DC. Available online at: <http://www.trb.org/Publications/Blurbs/180392.aspx>

Alexander, A., Solook, K., Iliev, S., & Warner, K. (2020). ACRP Synthesis 113: Airport Workforce Programs Supporting Employee Well-Being. Transportation Research Board of the National Academies, Washington, DC. Available online at: <https://www.nap.edu/download/25919>

Blair Cronin, C., **Alexander, A.**, Majumdar, E., Riches, C., Jenkins, J., Van Beek, S., & Bisker, A. (2018). *ACRP Research Report 186: Guidebook on Building Airport Workforce Capacity*. Transportation Research Board of the National Academies, Washington, DC. Available online at: <http://www.trb.org/Main/Blurbs/178144.aspx>

Blair Cronin, C., **Alexander, A.**, Majumdar, E., Thompson, C., Wolf, B., Lazaro, R., & Lazaro, V. (2018). *TCRP Report 194: Knowledge Management Resource to Support Strategic Workforce*

Development for Transit Agencies. Transportation Research Board of the National Academies, Washington, DC. Available online at: <http://www.trb.org/main/blurbs/176944.aspx>

Blair Cronin, C., **Alexander, A.**, Majumdar, E., Riches, C., Jenkins, J., Van Beek, S., Bisker, A., Heinen, B., & Lewis, C. (2016). *Identifying and Evaluating Airport Workforce Requirements*. Transportation Research Board of the National Academies, Washington, DC. Available online at: http://onlinepubs.trb.org/onlinepubs/acrp/acrp_webdoc_028.pdf

Blair Cronin, C., **Alexander, A.**, Cronin, B., Riches, C., & Stern, J. (2013). *TCRP Report 162: Building a Sustainable Workforce in the Public Transportation Industry – A Systems Approach*. Transportation Research Board of the National Academies, Washington, DC. Available online at: http://www.tcrp.org/PDFDocuments/tcrp_rpt_162.pdf

O'Donnel, B., Briggs, A., Dervarics, D., Horwood, T., Sun, J., **Alexander, A.**, Zumdahl, J., & Rhodes, J. (2013, September). *Annual Implementation Report #1: Texas GEAR UP State Grant Evaluation*. Report prepared for the Texas Education Agency by ICF International. Available online at: <http://www.tea.state.tx.us/WorkArea/linkit.aspx?LinkIdentifier=id&ItemID=25769807659&libID=25769807662#25769807659>

Cronin, B., Trainor, S., **Cook, A.**, Horey, J., & Bond, A. (2012). *Research Results Digest 379: Selected State DOT Cost Reduction Initiatives for the Administration of State Public Transportation Programs*. National Cooperative Highway Research Program, Transportation Research Board of the National Academies: Washington, D.C. Available online at: <http://www.trb.org/Publications/Blurbs/167762.aspx>

Cronin, B., Anderson, L., Fien-Helfman, D., Blair Cronin, C., **Cook, A.**, Lodato, M., & Venner, M. (2012). *NCHRP Report 693: Attracting, Recruiting, and Retaining Skilled Staff for Transportation System Operations and Management*. Transportation Research Board of the National Academies: Washington, D.C. Available online at: <http://www.trb.org/Publications/Blurbs/166342.aspx>

Presentations

Alexander, A., Jenkins, J., & Jackson, C. (2020, September 2). How Women Fare in the Transit Industry. TCRP Synthesis 147: Attracting, Retaining, and Advancing Women in Transit. [Webinar]. *Webinar hosted by the Transportation Research Board*. Available online at: <https://vimeo.com/454359853>

Blair Cronin, C., & **Alexander, A.** (2018, March 27). TCRP Report 194: Knowledge Management Resource to Support Strategic Workforce Development for Transit Agencies [Webinar]. *Webinar hosted by the National Transit Association (NTA)*. Retrieved from <http://www.trb.org/Main/Blurbs/177231.aspx>

Blair Cronin, C., Riches, C., Cronin, B., & **Alexander, A.** (2015, January). *Integrating research and practical tools to build a sustainable transportation workforce*. Presentation at the 94th Annual Meeting of the Transportation Research Board, Washington, DC.

Son, J., Carpenter, N. C., Harris, B., **Alexander, A.**, & Horner, M. T. (2014, May). *Mislabeling of work performance items: An item-level meta-analytic investigation*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Alexander, A. (2014, March). *A Walk on the Applied Side of I/O Psychology*. Invited talk given in the I/O area colloquium, Texas A&M University, College Station, TX.

Heinen, B., & **Alexander, A.** (2013, July). *Three-pronged Motivation to Implement Telework Programs: Environmental, Organizational, and Employee*. Presentation at the Association for Commuter Transportation (ACT) Annual Conference, San Antonio, TX.

Alexander, 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 presented at the 28th annual conference of the Society for Industrial & Organizational Psychology, Houston, TX.

Alexander, A. (2012, December). *NCHRP 20-65, Task 38 Research Results: Estimated Impact of Selected State DOT Cost Reduction Initiatives on the Administration of State Public Transportation Programs*. Presentation at the AASHTO Standing Committee on Public Transportation Winter Meeting, San Diego, CA.

Cook, A., Anderson, L., Cronin, B., & Fien-Helfman, D. (2012, January). *SOM Workforce Development in Action: Eight Plans to Attract, Recruit, and Retain Stronger System Operations and Management (SOM) Staff*. Presentation at the 91st Annual Meeting of the Transportation Research Board, Washington, DC.

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. J. Morganson & B. A. Heinen (Chairs), *Telework and Organizational Outcomes: The Impact on Various Stakeholders*. Symposium presented at the 26th annual conference of the Society for Industrial & Organizational Psychology, Chicago, IL.

Chang, J. Y., **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.

Horner, M. T., **Cook, A. L.**, Rodriguez, J. M., & Thompson, R. J. (2010, April). *Situational constraints and organizational outcomes: A meta-analysis*. Paper presented at the 25th annual meeting 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*. Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Cook, A. L., & Newman, D. A. (2009, April). *The job satisfaction-performance relationship: An integrated model with common causes*. Featured top poster paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Payne, S. C., **Cook, A.**, Horner, M. T., Shaub, M. K., & Boswell, W. R. (2009, April). *Changes in recruits' importance ratings of organizational characteristics during recruitment*. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

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.

Horner, M. T., **Cook, A. L.**, & Payne, S. C. (2008, April). *When does affect relate to performance appraisal reactions?* Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Cook, A. L. & Foster, J. B. (2006, April). *Assessing applicant fit: The role of individual, job, and organizational characteristics*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Courses Taught

Course Instructor, Texas A&M University

Psychology 689: Advanced Selection (Spring 2019)

Psychology 352: Organizational Psychology (Fall 2017)

Management 372: Managing Organizational Behavior (Fall 2007, Spring 2008)

Management 373: Human Resource Management (Spring 2010)

Teaching Assistant, Texas A&M University

Psychology 203: Statistics for Psychology (Fall 2009, Fall 2010)

Psychology 204: Experimental Psychology (Fall 2006, Spring 2007)