

DAVID A. KRAVITZ

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EDUCATION

1974 B.A. Psychology; Carleton College, Northfield, Minnesota
1978 A.M. Social Psychology; University of Illinois at Urbana-Champaign
1980 Ph.D. Social Psychology; University of Illinois at Urbana-Champaign
1988-1990 Postdoctoral Fellow in Industrial-Organizational Psychology; Bowling
Green State University; Bowling Green, Ohio

PROFESSIONAL POSITIONS

2008-present Professor of Management and Management Area Chair
George Mason University

2000-2008 Associate Professor of Management; George Mason University

1999-2000 Visiting Assistant Professor of Management; George Mason University

1998-1999 Senior Research Scientist; American Institutes for Research

1996-1998 Lecturer of Industrial and Organizational Psychology; Rice University

1995-1996 Independent Consultant; North Miami Beach, Florida

1990-1995 Assistant Professor of I/O Psychology; Florida International University

1981-1988 Assistant Professor of Social Psychology; University of Kentucky

1980-1981 Visiting Assistant Professor of Social Psychology; University of Illinois

PROFESSIONAL AFFILIATIONS

Academy of Management
American Psychological Association – Fellow
Association for Psychological Science
Society of Experimental Social Psychology
Society for Human Resource Management
Society for Industrial and Organizational Psychology
Society for the Psychological Study of Social Issues – Fellow

FELLOWSHIPS AND HONORS

- 2008-9 Academy of Management Gender and Diversity in Organizations Division, Program Chair
- 2008 MBA Faculty of the Year
- 2007-8 Academy of Management Gender and Diversity in Organizations Division, Elected Professional Development Workshop Chair and Program Chair-Elect
- 2007 Nominated and elected as a Fellow of the Society for the Psychological Study of Social Issues
- 2007 Nominated and elected as a Fellow of the American Psychological Association
- 2006 Academy of Management Gender and Diversity in Organizations Division Excellence in Reviewing Award
- 2004-7 Academy of Management Gender and Diversity in Organizations Division, Elected Member of Executive Committee
- 2004 Nominated for George Mason University Teaching Excellence Award
As a prior recipient, I was not eligible to receive the award
- 2003 George Mason University Teaching Excellence Award
- 2002 Academy of Management Gender and Diversity in Organizations Division Nominated for the Dorothy Harlow Best Paper Award
- 1985 Society of Experimental Social Psychology
- 1984-5 Fulbright Senior Professor--West Germany
- 1980 Phi Kappa Phi
- 1980 Sigma Xi
- 1975-6 University of Illinois Graduate Fellow
- 1974 B.A. conferred *cum laude*

EDITORIAL ACTIVITIES

- Academy of Management Learning and Education (Co-editor of special issue: 2008)
- Equal Opportunities International (Editorial Review Board: 2006 – present)
- Group & Organization Management (Editorial Board: 2005 – present)
- Journal of Applied Psychology (Editorial Board: 1996 – 2001, 2004 – present)
- Personnel Psychology (Editorial Board: 1997 – present)

MAJOR GRANTS AND AWARDS

(1994-1997). *Validity of intuitive theories underlying legal safeguards in cases involving eyewitness identifications*. National Science Foundation. [PIs: Cutler, B. L., & Kravitz, D. A.] [\$154,127]

(1984-1985). *Senior Fulbright Professor*. Psychologisches Institut, Universität Freiburg, West Germany. [DM 43,000]

PUBLICATIONS

Refereed Journal Articles

- Bell, M. P., & Kravitz, D. A. (in press). From the editors: What do we know and need to learn about diversity education and training? *Academy of Management Learning & Education*, 7.
- Kravitz, D. A. (2008). The diversity–validity dilemma: Beyond selection–The role of affirmative action. *Personnel Psychology*, 61, 173-193.
- Kravitz, D. A., Bludau, T., & Klineberg, S. L. (2008). The impact of anticipated consequences, respondent group, and strength of affirmative action plan on affirmative action attitudes. *Group and Organization Management*, 33, 361-391.
- Pyburn, K. M., Jr., Ployhart, R. E., & Kravitz, D. A. (2008). The diversity–validity dilemma: Overview and legal context. *Personnel Psychology*, 61, 143-151.
- Harrison, D. A., Kravitz, D. A., Mayer, D. M., Leslie, L. M. & Lev-Arey, D. (2006). Understanding attitudes toward affirmative action programs in employment: Summary and meta-analysis of 35 years of research. *Journal of Applied Psychology*, 91, 1013-1036.
- Kovach, K. A, Kravitz, D. A., & Hughes, A. A. (2004). Affirmative action: How can we be so lost when we don't even know where we are going? *Labor Law Journal*, 55, 53-61.
- Klineberg, S. L., & Kravitz, D. A. (2003). Ethnic differences in predictors of support for municipal affirmative action contracting. *Social Science Quarterly*, 84, 425-440.
- Devenport, J. L, Stinson, V., Cutler, B. L., & Kravitz, D. A. (2002). How effective are the cross-examination and expert testimony safeguards? Jurors' perceptions of the suggestiveness and fairness of biased lineup procedures. *Journal of Applied Psychology*, 87, 1042-1054.
- Kravitz, D. A., & Klineberg, S. L. (2000). Reactions to two versions of affirmative action among Whites, Blacks and Hispanics. *Journal of Applied Psychology*, 85, 597-611.
- Kravitz, D. A., Klineberg, S. L., Avery, D. R., Nguyen, A. K., Lund C., & Fu, E. J. (2000). Attitudes toward affirmative action: Correlations with demographic variables and with beliefs about targets, actions, and economic effects. *Journal of Applied Social Psychology*, 30, 1109-1136.
- Kravitz, D. A., & Brock, P. (1997). Evaluations of drug testing programs. *Employee Responsibilities and Rights Journal*, 10, 65-86.
- Kravitz, D. A., Stone-Romero, E. F., & Ryer, J. A. (1997). Student evaluations of grade appeal procedures: The importance of procedural justice. *Research in Higher Education*, 38, 699-726.
- Stinson, V., Devenport, J. L., Cutler, B. L., & Kravitz, D. A. (1997). How effective is the motion-to-suppress safeguard? Judges' perceptions of the suggestiveness and fairness of biased lineup procedures. *Journal of Applied Psychology*, 82, 211-220.

- Bravo, I. M., & Kravitz, D. A. (1996). Context effects in performance appraisals: Influence of target value, context polarity, and individual differences. *Journal of Applied Social Psychology, 26*, 1681-1701.
- Kravitz, D. A., Stinson, V., & Chavez, T. L. (1996). Evaluations of tests used for making selection and promotion decisions. *International Journal of Selection and Assessment, 4*, 24-34.
- Stinson, V., Devenport, J. L., Cutler, B. L., & Kravitz, D. A. (1996). How effective is the presence-of-counsel safeguard? Attorney perceptions of suggestiveness, fairness, and correctability of biased lineup procedures. *Journal of Applied Psychology, 81*, 64-75.
- Kravitz, D. A. (1995). Attitudes toward affirmative action plans directed at Blacks: Effects of plan and individual differences. *Journal of Applied Social Psychology, 25*, 2192-2220.
- Rodabaugh, R. C., & Kravitz, D. A. (1994). Effects of procedural fairness on student judgments of professors. *Journal on Excellence in College Teaching, 5*(2), 67-83.
- Cutler, B. L., Kravitz, D. A., Cohen, M., & Schinas, W. (1993). The Driving Appraisal Inventory: Psychometric characteristics and construct validity. *Journal of Applied Social Psychology, 23*, 1196-1213.
- Kravitz, D. A., Cutler, B. L., & Brock, P. (1993). Reliability and validity of the original and revised Legal Attitudes Questionnaire. *Law and Human Behavior, 17*, 661-677.
- Scale reprinted in: Wrightsman, L. S., Batson, A. L., & Edkins, V. A. (2004). *Measures of legal attitudes*. Belmont, CA: Wadsworth.
- Kravitz, D. A., & Platania, J. (1993). Attitudes and beliefs about affirmative action: Effects of target and respondent sex and ethnicity. *Journal of Applied Psychology, 78*, 928-938.
- Kravitz, D. A., & Balzer, W. K. (1992). Context effects in performance appraisal: A methodological critique and empirical study. *Journal of Applied Psychology, 77*, 24-31.
- Kravitz, D. A., & Gunto, S. (1992). Decisions and perceptions of recipients in ultimatum bargaining games. *Journal of Socio-Economics, 21*, 65-84.
- Kravitz, D. A. (1987). Size of smallest coalition as a source of power in coalition bargaining. *European Journal of Social Psychology, 17*, 1-21.
- Kravitz, D. A., & Martin, B. (1986). Ringelmann rediscovered: The original article. *Journal of Personality and Social Psychology, 50*, 936-941.
- Komorita, S. S., Hamilton, T. P., & Kravitz, D. A. (1984). Effects of alternatives in coalition bargaining. *Journal of Experimental Social Psychology, 20*, 116-136.
- Kravitz, D. A., & Iwaniszek, J. (1984). Number of coalitions and resources as sources of power in coalition bargaining. *Journal of Personality and Social Psychology, 47*, 534-548.

- Kravitz, D. A., & Walker, J. A. (1984). COALPRED: A BASIC program for computing predictions of five coalition theories. *Behavior Research Methods, Instruments, & Computers, 16*, 69-70.
- Komorita, S. S., & Kravitz, D. A. (1981). Effects of prior experience on coalition bargaining. *Journal of Personality and Social Psychology, 40*, 675-686.
- Kravitz, D. A. (1981). Effects of resources and alternatives on coalition formation. *Journal of Personality and Social Psychology, 41*, 87-98.
- Komorita, S. S., Sweeney, J., & Kravitz, D. A. (1980). Cooperative choice in the N-person dilemma situation. *Journal of Personality and Social Psychology, 38*, 504-516.
- Komorita, S. S., & Kravitz, D. A. (1979). The effects of alternatives in bargaining. *Journal of Experimental Social Psychology, 15*, 147-157.
- Kravitz, D. A., & Wyer, R. S., Jr. (1979). The effects of behavioral intentions and consequences on judgments of the actor and other: An S-V-O analysis. *Journal of Personality and Social Psychology, 37*, 1561-1575.
- Kravitz, D. A., Cohen, J. L., Martin, B., Sweeney, J., McCarty, J., Elliott, E., & Goldstein, P. (1978). Humans would do better without other humans. *Personality and Social Psychology Bulletin, 4*, 559-560.

Monographs & Manuals

- Kravitz, D. A., Harrison, D. A., Turner, M. E., Levine, E. E., Chaves, W., Brannick, M. T., Denning, D. L., Russell, C. J., & Conard, M. A. (1997). *Affirmative action: A review of psychological and behavioral research*. Bowling Green, OH: Society for Industrial and Organizational Psychology. [on-line]: <http://www.siop.org/AfirmAct/siopsaartoc.html>
- This monograph has been used in U.S. Congressional hearings on proposed changes to affirmative action, and was reviewed by J. Outtz in Vol. 51(1) of *Personnel Psychology*, pp. 216-219.
- Kravitz, D. A., & Martin, B. J. (1996). *Instructor's manual and test bank to accompany Industrial and Organizational Psychology: Research and Practice, by Paul E. Spector*. New York: John Wiley & Sons.
- Balzer, W. K., Smith, P. C., Kravitz, D. A., Lovell, S. E., Paul, K. B., Reilly, B. A., & Reilly, C. E. (1990). *Users' manual for the Job Descriptive Index (JDI) and the Job in General (JIG) scales*. Bowling Green, OH: Bowling Green State University.

Book Sections

- Kravitz, D. A. (in press). Affirmative action attitudes: More complex than we know. In M. Ozbilgin (Ed.), *Theory and scholarship in equality, diversity, inclusion and work: A research companion*. Cheltenham, UK: Edward Elgar Press.

- Kravitz, D. A. (2008). Oh, right. In S. Gunawardena & K. E. Rosenblum (Eds.), *Diversity at Mason: The Fulbright experience* (pp. 19-22). Fairfax, VA: George Mason University.
- Kravitz, D. A. (2007). Affirmative action. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology* (Vol. 1, pp. 15-19). Thousand Oaks, CA: Sage.
- Kravitz, D. A. (2004). Affirmative action. In A. Kuper & J. Kuper (Eds.), *The social science encyclopedia* (3rd ed., Vol. 1, pp. 10-14). London & New York: Routledge.
- Kravitz, D. A. (2004). Affirmative action. In C. Spielberger (Ed.), *Encyclopedia of applied psychology* (Vol. 1, pp. 65-77). San Diego, CA: Academic Press.
- Kravitz, D. A., & Klineberg, S. L. (2004). Predicting affirmative action attitudes: Interactions of the effects of individual differences with the strength of the affirmative action plan. In N. DiTomaso & C. Post (Eds.), *Research in the sociology of work: Vol. 14. Diversity in the work force* (pp. 107-130). Amsterdam: Elsevier.
- Kravitz, D. A., & Klineberg, S. L. (2002). Affirmative action attitudes: Effects of AAP, respondent ethnicity, AAP strength, and anticipated impacts. In D. Nagao (Ed.), *Academy of Management best paper proceedings 2002*. Briarcliff Manor, NY: Academy of Management.
- Kravitz, D. A., & Gunto, S. J. (1988). Modeling coalition formation in inessential probabilistic games. In R. Tietz, W. Albers, & R. Selten (Eds.), *Lecture notes in economics and mathematical systems: No. 314. Bounded rational behavior in experimental games and markets* (pp. 268-285). Berlin, West Germany: Springer.
- Kravitz, D. A. (1986). Extensions of Komorita and Chertkoff's (1973) bargaining theory to simple weighted majority games in which players lack alternative minimal winning coalitions. In R. W. Scholz (Ed.), *Current issues in West German decision research* (pp. 125-138). Frankfurt, West Germany: P. Lang.
- Komorita, S. S., & Kravitz, D. A. (1983). Coalition formation. In H. H. Blumberg, A. P. Hare, V. Kent, & M. F. Davies (Eds.), *Small groups and social interaction* (Vol. 2, pp. 189-197). Chichester, England: Wiley.
- Komorita, S. S., & Kravitz, D. A. (1983). Coalition formation: A social psychological approach. In P. B. Paulus (Ed.), *Basic group processes* (pp. 179-203). New York: Springer.
- Kravitz, D. A., & Dobson, M. (1983). Motivations and cognitions in coalition formation. In R. Tietz (Ed.), *Lecture notes in economics and mathematical systems: No. 213. Aspiration levels in bargaining and economic decision making* (pp. 306-320). Berlin, West Germany: Springer.
- McGrath, J. E., & Kravitz, D. A. (1982). Group research. *Annual Review of Psychology*, 33, 195-230.
- Komorita, S. S., & Kravitz, D. A. (1978). Some tests of four descriptive theories of coalition formation. In H. Sauermann (Ed.), *Contributions to experimental economics: Vol. 8. Coalition forming behavior* (pp. 207-230). Tübingen, West Germany: Mohr.

Other Non-refereed Publications

- Johnson, C. D., & Kravitz, D. A. (in press). Atypical diversity teaching and training conference yields unique blend of offerings. *Equal Opportunities International*.
- Kravitz, D. A. (2007). Can we take the guesswork out of diversity practice selection? *Academy of Management Perspectives*, 21(2), 80-81. [Research Brief]
- Kravitz, D. A., & Fathe, L. (2007). Strategies for treating students fairly in the classroom. *E-Source for College Transitions*, 4(5), 4, 7.
- Kravitz, D. A. (2005). Diversity in teams: A two-edged sword requires careful handling. *Psychological Science in the Public Interest*, 6(2), i-ii.
- Kravitz, D. A. (2003). More women in the workplace: Is there a payoff in firm performance? *Academy of Management Executive*, 17(3), 148-149. [Research Brief]
- Kravitz, D. A. (2002). [Review of the book *Promoting diversity and social justice: Educating people from privileged groups*]. *Personnel Psychology*, 55, 507-511.
- Kravitz, D. A. (2001, Fall). Building relations between the GDO and the EEOC. *Gender and Diversity in Organizations Newsletter*, pp. 7-8.
- Kravitz, D. A. (1998). Affirmative action: Structure matters. *APA Monitor*, 29(1), 16.
- Kravitz, D. A., Harrison, D. A., Turner, M. E., Levine, E. E., Chaves, W., Brannick, M. T., Denning, D. L., Russell, C. J., & Conard, M. A. (1997). A review of psychological and behavioral research on affirmative action. *The Industrial-Organizational Psychologist*, 34(3), 141-149.
- Kravitz, D. A. (1995). [Review of the book *EEO law and personnel practices*]. *Academy of Management Review*, 20, 479.
- Kravitz, D. A. (1995). Randomizing scale items in multi-scale questionnaires: Yea or nay. *Research Methods Division Newsletter*, 10(1), 17-18.
- Kravitz, D. A. (1994). Dealing with missing data in multi-item scales. *Research Methods Division Newsletter*, 9(2), 11-12.
- Kravitz, D. A., & Rodabaugh, R. (1992). Fairness in the classroom. *Explorations in Teaching & Learning*, 2(4), 1-2.
- Kravitz, D. A. (1990). Hemingway reviews charismatic leadership. *The Industrial-Organizational Psychologist*, 28(2), 69-70.

Unpublished Computer-Assisted Instruction (CAI) and Hands-on Lessons

- Kravitz, D. A. (1982). *Concepts in probability*. (CAI).
- Kravitz, D. A. (1982). *Hypothesis Testing*. (CAI).

Kravitz, D. A., & Howard, M. M. (1982). *Levels of measurement: Nominal, ordinal, interval, ratio*. (CAI).

Lowe, D. C., & Kravitz, D. A. (1982). *Measures of central tendency*. (CAI).

Rusbult, C., & Kravitz, D. A. (1982). *Critical thinking*.

Rusbult, C., & Kravitz, D. A. (1982). *Scale construction*.

Lorch, E. P., & Kravitz, D. A. (1983). *Pearson r and the concept of correlation*. (CAI).

Invited Colloquia

April 2006	University of Nebraska
October 2003	University of Maryland
November 2002	American University
October 1997	University of St. Thomas
October 1997	Rice University
February 1997	Texas A & M University
November 1988	Ohio State University
October 1986	University of Kentucky
March 1986	University of Kentucky (Teaching symposium)
May 1985	University of Heidelberg, West Germany
May 1985	University of Saarbrücken, West Germany
December 1984	University of Freiburg, West Germany
December 1984	University of Frankfurt, West Germany

Invited Conference Presentations

Weaver, K., & Kravitz, D. A. (2006, February). *Organizational diversity training programs*. Workshop presented at the 27th annual IOOB Conference, George Mason University, Fairfax, VA.

Kravitz, D. A. (2003, August). Applicant reactions to faculty recruitment. In M. J. Vaughan (Chair), *How to use AoM placement service*. Panel discussion presented at the annual meeting of the Academy of Management, Seattle, WA.

Kravitz, D. A. (2003, June). Practical implications of affirmative action research. In D. L. Denning (Chair), *Employment testing: Prospects in a post-affirmative action world*. General session presented at the 27th Annual Conference on Personnel Assessment of the Assessment Council of the International Personnel Management Association for Human Resources, Baltimore, MD.

Kravitz, D. A. (2002, July). Affirmative action: Not just selection. In D. L. Denning (Chair), *Employment testing: Prospects in a post-affirmative action world*. Presidential forum presented at the 26th Annual Conference on Personnel Assessment of the Assessment Council of the International Personnel Management Association for Human Resources, New Orleans, LA.

Kravitz, D. A. (2001, March). *Social inequality, work opportunity, and affirmative action*. Expert panel session presented at the 22nd annual IOOB Conference, Pennsylvania State University, State College, PA.

Kravitz, D. A., & Van Epps, K. (1995, June). *Affirmative action and fairness*. In F. Crosby (Chair), *Concepts of affirmative action*. Symposium conducted at the Fifth International Conference on Social Justice Research, Reno, NV.

Kravitz, D. A., & Gunto, S. J. (1986, September). *Modeling coalition formation in inessential probabilistic games*. Paper presented at the Fourth Conference on Experimental Economics, Bielefeld, West Germany.

Kravitz, D. A. (1985, March-April). *Einige Anmerkungen zur Verhandlungstheorie von Komorita & Chertkoff auf der Basis empirischer Befunde* [Comments on Komorita & Chertkoff's Bargaining Theory on the basis of empirical results]. Paper presented at the 27. Tagung experimentell arbeitender Psychologen, Wuppertal, West Germany.

Kravitz, D. A. (1984, November). *Experimental studies of power bases in coalition formation*. Paper presented at the Fifth Bielefeld November Meeting on Game Theory, Bielefeld, West Germany.

Kravitz, D. A., & Dobson, M. (1982, August-September). *Motivations and cognitions in coalition formation*. Paper presented at the Third Conference on Experimental Economics, Winzenhohl, West Germany.

Other Conference Presentations

Mayer, D. M., Leslie, L. M., Kravitz, D. A., Phillips, T. N., Gresock, A. R. (2007, April). *Affirmative action and the stigma of incompetence: A meta-analytic review*. In D. M. Mayer & L. M. Leslie (Chairs), *What's new in affirmative action research: Advances and future directions*. Symposium conducted at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Kravitz, D. A. (2006, August). *Is it possible to create an affirmative action plan that everyone considers fair?* In J. Greenberg (Chair), *Organizational justice and public concern*. All-Academy Symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.

Kravitz, D. A., & Fathe, L. (2006, January). *Who's the fairest of them all: Perceptions of fairness in the college classroom*. Discussion session presented at the 92nd annual meeting of the Association of American Colleges and Universities, Washington, DC.

Kravitz, D. A., & Bludau, T. M. (2005, August). *Effects of race and anticipated consequences on attitudes toward affirmative action plans*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

Kravitz, D. A., & Yun, G. J. (2005, August). *Further development of a test of knowledge of workplace affirmative action law and regulations*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

- Kravitz, D. A., Yun, G. J., & Sinacore, R. (2004, August). A test of knowledge of workplace affirmative action law and regulations. In D. Kravitz (Chair), *Affirmative action: Public Beliefs versus the law*. Symposium conducted at the annual meeting of the Academy of Management, New Orleans, LA.
- Kravitz, D. A., & Lev-Arey, D. (2003, April). *Reactions to three test score use procedures*. Poster session presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Klineberg, S. L., & Kravitz, D. A. (2002, August). *Support for a municipal affirmative action contracting program among Anglos, African Americans, and Hispanics in Houston (1997–2001)*. Paper presented at the 97th annual meeting of the American Sociological Association, Chicago, IL.
- Kravitz, D. A., & Klineberg, S. L. (2002, August). *Affirmative action attitudes: Effects of AAP strength, ethnic group, and anticipated impact*. Paper presented at the annual meeting of the Academy of Management, Denver, CO.
- Nominated for Dorothy Harlow Best Paper Award of the Gender and Diversity in Organizations Division.
- Kravitz, D. A., & Klineberg, S. L. (2002, April). Whites' affirmative action attitudes: Effects of AAP strength and anticipated impact. In J. E. Slaughter (Chair), *New directions in research on reactions to affirmative action*. Symposium conducted at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Kravitz, D. A., & Klineberg, S. L. (2002, April). *Interactions and curvilinear effects in affirmative action attitudes*. Poster session presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Harrison, D. A., Kravitz, D. A., & Lev-Arey, D. (2001, August). Attitudes toward affirmative action programs: A meta-analysis of 25 years of research on government-mandated approaches to reducing employment discrimination. In D. Kravitz (Facilitator), *Affirmative action: Some new perspectives*. Symposium conducted at the annual meeting of the Academy of Management, Washington, DC.
- Klineberg, S. L., & Kravitz, D. A. (2001, April). *Ethnic differences in attitudes toward Houston's affirmative action contracting program*. Poster session presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Kravitz, D. A. (2001, April). *Affirmative action attitudes: Curvilinear interaction of racism by AAP strength*. Poster session presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Klineberg, S. L., & Kravitz, D. A. (2000, May). *Ethnic differences in attitudes toward Houston's affirmative action contracting program: Changes associated with the campaign surrounding Proposition A*. Poster session presented at the conference on Psychological and

Organizational Perspectives on Discrimination in the Workplace: Research, Theory, and Practice. Rice University, Houston, TX.

- Harrison, D. A., Kravitz, D. A., Stahl, A. (2000, April). Individual differences in reactions to affirmative action programs: A theory-driven meta-analysis. In D. A. Kravitz (Chair), *Individual differences and reactions to affirmative action*. Symposium conducted at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Klineberg, S. L., & Kravitz, D. A. (1999, August). *Ethnic differences in attitudes toward two versions of affirmative action*. Paper presented at the annual meeting of the American Sociological Association, Chicago, IL.
- Klineberg, S. L., & Kravitz, D. A. (1999, May). *Ethnic differences in support for a "typical" affirmative action plan*. Poster session presented at the 14th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Kravitz, D. A., & Klineberg, S. L. (1999, May). *Predicting Whites' attitudes toward two affirmative action plans (AAPs)*. Poster session presented at the 14th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Kravitz, D. A., Nguyen, A. K., Klineberg, S. L., Lund, C., & Fu, E. J. (1998, April). *Affirmative action attitudes: Beliefs about targets, actions, and economic effects*. Poster session presented at the 13th annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Stinson, V., Devenport, J. L., Cutler, B. L., & Kravitz, D. A. (1998, March). *Mock jurors' sensitivity to biased lineup procedures: Does expert testimony help?* Poster session presented at the biannual meeting of the American Psychology-Law Society, Los Angeles, CA.
- Kravitz, D. A. (1998, January). *Social psychology and affirmative action*. Paper presented at the annual meeting of Social Psychologists in Texas, Houston, TX.
- Devenport, J. L., Stinson, V., Cutler, B. L., & Kravitz, D. A. (1997, September). *Attorney, judge, and jury evaluations of suggestive eyewitness identification procedures*. Paper presented at the 7th annual meeting of the European Conference on Psychology and the Law, Stockholm, Sweden.
- Kravitz, D. A. (1997, April). *Beliefs about actions and targets of affirmative action plans*. In D. A. Kravitz (Chair), *Affirmative action: Beliefs, attitudes, and attributions*. Symposium conducted at the 12th annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Bravo, I. M., & Kravitz, D. A. (1996, April). *Influence of context polarity and rater's personality on context effects*. Poster session presented at the 11th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Devenport, J. L., Stinson, V., Cutler, B. L., & Kravitz, D. A. (1996, August). *The effectiveness of cross-examination and expert psychological testimony: Are jurors sensitive to lineup*

suggestiveness? Paper presented at the meeting of the American Psychological Association, Toronto, CA.

Devenport, J. L., Stinson, V., Cutler, B. L., & Kravitz, D. A. (1996, March). *The impact of expert psychological testimony on juror sensitivity to lineup suggestiveness*. Poster session presented at the meeting of the American Psychology-Law Society, Hilton Head Island, SC.

Kravitz, D. A., & Meyer, B. (1996, April). *Reactions of Hispanics to affirmative action plans directed at Hispanics*. Poster session presented at the 11th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Stinson, V., Devenport, J. L., Cutler, B. L., & Kravitz, D. A. (1996, February). *Judge sensitivity to suggestive identification procedures*. Paper presented at the meeting of the American Psychology-Law Society, Hilton Head Island, SC.

Devenport, J. L., Stinson, V., Cutler, B. L., & Kravitz, D. A. (1995, March). *Attorney sensitivity to instruction, foil, and presentation biases in lineups*. Poster session presented at the meeting of the Southeastern Psychological Association, Savannah, GA.

Devenport, J. L., Stinson, V., Cutler, B. L., & Kravitz, D. A. (1995, August). *Effectiveness of presence of counsel at lineups and attorney sensitivity to lineup biases*. Paper presented at the meeting of the American Psychological Association, New York, NY.

Kravitz, D. A. (1994, April). Public perceptions of affirmative action. In D. A. Kravitz (Chair), *Affirmative action: Psychological research and practitioner reactions*. Symposium conducted at the meeting of the 9th annual conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Kravitz, D. A., Stinson, V., & Chavez, T. L. (1994, April). Perceived fairness of inputs used in making selection and promotion decisions. In S. W. Gilliland (Chair), *Selection from the applicant's perspective: Justice and employee selection procedures*. Symposium conducted at the 9th annual conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Kravitz, D. A., Stinson, V., & Mello, E. W. (1994, August). Public reactions to affirmative action. In M. E. Turner (Chair), *Affirmative action at work: Towards reducing barriers to the integrated workplace*. Symposium conducted at the meeting of the Academy of Management, Dallas, TX.

Rodabaugh, R. C., & Kravitz, D. A. (1994, April). *Equity theory: College students' perceptions of fairness in the classroom*. Paper presented at the meeting of the Southeastern Psychological Association, New Orleans, LA.

Kravitz, D. A. (1993, May). *Effects of plan and individual differences on attitudes toward AAPs*. Poster session presented at the 8th annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Kravitz, D. A., Cutler, B. L., Cohen, M., & Schinas, W. (1993, May). *The Driving Appraisal Inventory: Psychometric characteristics and construct validity*. Poster session presented at

the 8th annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Kravitz, D. A., & Platania, J. (1993, May). *Effects of affirmative action target on reactions to affirmative action*. Poster session presented at the 8th annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Brock, P., Kravitz, D. A., & Cutler, B. L. (1992, March). *Assessing legal-authoritarianism: Psychometric issues and construct validity*. Poster session presented at the meeting of the American Psychology-Law Society, San Diego, CA.

Kravitz, D. A., & Platania, J. (1992, May). *Attitudes and beliefs about race-based affirmative action*. Poster session presented at the 7th annual conference of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Kravitz, D. A., & Stone, E. F. (1992, May). Effects of appeal procedures on procedural justice criteria. In A. P. Brief (Chair), *What contributes to procedural justice in organizations? Refining our understanding*. Symposium conducted at the 7th annual conference of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Kravitz, D. A., & Balzer, W. K. (1991, April). *Context effects in performance appraisal: Critique and empirical study*. Poster session presented at the 6th annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Kravitz, D. A., & Balzer, W. K. (1990, April). *Methodological problems with research on assimilation and contrast effects*. Poster session presented at the 5th annual conference of the Society for Industrial and Organizational Psychology, Miami Beach, FL.

Paul, K. B., Kravitz, D. A., Balzer, W. K., & Smith, P. C. (1990, August). The original and revised JDI: An initial comparison. In S. Freedman (Chair), *Employee satisfaction*. Symposium conducted at the meeting of the Academy of Management, San Francisco.

Kravitz, D. A., & Waller, J. E. (1988, August). Effects of task interest and competition on social loafing. In R. W. Griffin (Chair), *Task issues*. Symposium conducted at the meeting of the Academy of Management, Anaheim, CA.

Organized and Chaired Conference Paper Sessions

Kravitz, D. A. (Chair). (2004, August). *Affirmative action: Public Beliefs versus the law*. Symposium conducted at the annual meeting of the Academy of Management, New Orleans, LA.

Kravitz, D. A. (Chair). (2003, April). *Affirmative action: Procedural justice, the justice system, and implementation*. Symposium conducted at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Kravitz, D. A. (Chair). (2001, August). *Affirmative action: Some new perspectives*. Symposium conducted at the annual meeting of the Academy of Management, Washington, DC.

Kravitz, D. A. (Chair). (2000, April). *Individual differences and reactions to affirmative action*. Symposium conducted at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Kravitz, D. A. (Chair). (1998, April). *Thinking About Affirmative Action: Expanding Our Horizons*. Symposium conducted at the 13th annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Kravitz, D. A. (Chair). (1997, April). *Affirmative action: Beliefs, attitudes, and attributions*. Symposium conducted at the 12th annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Kravitz, D. A., & Turner, M. (Chairs). (1997, April). *Research on affirmative action*. Roundtable hosted at the 12th annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Kravitz, D. A. (Chair). (1994, April). *Affirmative action: Psychological research and practitioner reactions*. Symposium conducted at the meeting of the 9th annual conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Organized and Chaired Conference Professional Development Workshop

Kravitz, D. A. (Chair). (2007, August). *Teaching Courses on "Diversity in Organizations."* Professional Development Workshop to be conducted at the annual meeting of the Academy of Management, Philadelphia, PA.

Kravitz, D. A. (Chair). (2006, August). *Designing and Teaching Courses on "Diversity in Organizations."* Professional Development Workshop conducted at the annual meeting of the Academy of Management, Atlanta, GA.

Other Professional and Community Presentations

Practical implications of research on unconscious bias. Web seminar sponsored by Diversity Best Practices, April, 2008.

Student perceptions of fairness in the classroom. Workshop presented at George Mason University, October, 2005.

Student perceptions of fairness in the classroom. Workshop presented at George Mason University, September, 2003.

Diversity in the comics: A humorous view of a serious subject. Art work presented at the annual meeting of the Academy of Management, Seattle, WA, August, 2003.

Overview of organizational behavior. Presented to Shaw Pittman L.L.P., March, 2002.

Overview of organizational behavior. Presented to Northern Virginia Building Industry Association, March, 2002.

Attitudes toward affirmative action: Predictors and potential implications for organizations. Presented to the Personnel Testing Council of Metropolitan Washington, DC. November, 2001.

Chaired roundtable on *Research on Affirmative Action: Shaping the "River"* at conference on Psychological and Organizational Perspectives on Discrimination in the Workplace: Research, Theory, and Practice. Rice University, May, 2000.

Reactions to affirmative action. Rice University forum on Race Relations in Higher Education, associated with the forum of the same title presented via downlink by Black Issues in Higher Education. November, 1997.

Academic-practitioner (mis)communication. Houston chapter of the Association for International Human Resource Information Management. April, 1997.

Research on affirmative action. Black Student Association Forum on Race at Rice. April, 1997.

Research on affirmative action. Houston Area Industrial Organizational Psychologists. December, 1996.

Accuracy of eyewitness perception and testimony. Kiwanis of Miami Beach. June, 1992.

OTHER PROFESSIONAL EXPERIENCE & ASSOCIATED TECHNICAL REPORTS

Assessment Centers

Participated in the creation and implementation of an assessment center used for developmental purposes with MBA students. Bowling Green, OH. 1988.

Served as assessor in an assessment center used for selection of Rice University police officers. Houston, TX. 1996.

Performance Appraisal Systems

Balzer, W., Bauman, T., Iannicca, S., Kravitz, D., Nalodka, T., Olsen, H., Raymark, P., & Sumner, K. (1990). *Development of a performance evaluation system for the position of executive director of the Children's Resource Center.* Bowling Green, OH: Bowling Green State University, Institute for Psychological Research and Application.

Served as the consultant in a Title VII case involving discrimination in performance appraisals. Dade County, Florida. 1994. [case # 94-1144-CIV-Atkins]

Selection Systems

Balzer, W., Ryan, A. M., Parham, S., Kravitz, D., Barbera, K., & Silverman, M. (1990). *Development of selection system for the position of group leader at Marathon Special Products.* Bowling Green, OH: Bowling Green State University, Institute for Psychological Research and Application.

Balzer, W., Ryan, A. M., Parham, S., Kravitz, D., Gatton, D., & Mattimore, K. (1990). *Development of selection system for the position of set-up operator at Marathon Special Products*. Bowling Green, OH: Bowling Green State University, Institute for Psychological Research and Application.

As a subcontractor for Aon Consulting, performed statistical analyses required for the development and evaluation of a selection system for the position of sales associate in a Fortune 500 company, and contributed to preparation of the technical report. (1997).

As a subcontractor for Aon Consulting, contributed to a project involving the development and evaluation of a selection system for the position of cashier in a Fortune 500 company. (1998).

Measurement

Kravitz, D. A. (1999). Claimant reactions to the disability determination process. In: *Activity report: Measurement concepts and issues relevant to the Social Security Administration's disability determination process* (pp. 4.1 - 4.10). Washington, DC: American Institutes for Research.

Kravitz, D. A. (1999). Psychometric implications of extracting a measure from a multidimensional instrument. In: *Activity report: Measurement concepts and issues relevant to the Social Security Administration's disability determination process* (pp. 6.1 - 6.7). Washington, DC: American Institutes for Research.

Kravitz, D. A. (1999). Special populations and accommodations: Effects on psychometric characteristics of measures. In: *Activity report: Measurement concepts and issues relevant to the Social Security Administration's disability determination process* (pp. 5.1 - 5.8). Washington, DC: American Institutes for Research.

Kravitz, D. A., Matheson, L. N., & Russell, T. (1999). Measurement concepts relevant to the Social Security Administration's disability determination process. In: *Activity report: Measurement concepts and issues relevant to the Social Security Administration's disability determination process* (pp. 1.1 - 1.28). Washington, DC: American Institutes for Research.

Matheson, L. N., & Kravitz, D. A. (1999). Safety. In: *Activity report: Measurement concepts and issues relevant to the Social Security Administration's disability determination process* (pp. 2.1 - 2.6). Washington, DC: American Institutes for Research.

Russell, T., Kravitz, D. A., & Matheson, L. N. (1999). Accuracy of self-reports. In: *Activity report: Measurement concepts and issues relevant to the Social Security Administration's disability determination process* (pp. 8.1 - 8.9). Washington, DC: American Institutes for Research.

TEACHING

Undergraduate Courses Taught

Applications of Statistics in Psychology
Diversity in Organizations
Experimental Social Psychology (laboratory course)
Introduction to Industrial-Organizational Psychology
Introduction to Psychology
Managing People and Organizations
Organizational Behavior and Administration
Psychological Testing
Research Methods in Psychology (laboratory course)
Small Group Behavior
Social Psychology
Statistical Analysis for Management

Graduate Courses Taught (Department/Level)

Affirmative Action (Psychology/PhD)
Group Conflict, Problem Solving, and Decision Making [in German] (Psychology/PhD)
Industrial-Organizational Psychology (Psychology/PhD)
Leadership (Management/MBA)
Organizational Behavior (Management/MBA)
Social Psychology (Psychology/PhD)
Social Psychology in Organizations (Psychology/PhD)
Small Group Behavior [in English and German] (Psychology/PhD)
Statistics for Business Decision Making (Management/MBA)
Theories of Fairness (Psychology/PhD)

Service on Completed Graduate Theses

Dissertations

Chair: Orly Maravankin, 1987; Jim Waller, 1988; Rita Rodabaugh, 1993
Member: Nadeen Medvin, 1993; Jennifer Devenport, 1996; Veronica Stinson, 1996

Masters Theses

Chair: Irene Bravo, 1994
Member: Marla Sandys, 1987; Jamie Baker-Prewitt, 1988; Christine Edeburn, 1993;
Janie Valdes, 1993; Judy Altman, 2001

SERVICE

Professional

External Referee for Tenure and Promotion Cases

2007: One case – tenure and promotion to Associate Professor

2008: One case – promotion to Full Professor

Academy of Management

Conflict Management Division

Reviewer for Annual Meeting (1993)

Gender and Diversity in Organizations Division

Diversity in Action Award Task Force (2006)

Doctoral Student Consortium, Presenter (2008)

Executive Committee (2004-2007)

Government Relations Exploratory Committee, Chair (2001-2007)

Harlow Award Committee (2001)

Paper Session Chair (2007)

Paper Session/Symposium Discussant/Facilitator (2001, 2002, 2004, 2006, 2007)

Professional Development Workshop Presenter (2006)

Program Chair-Elect and PDW Chair (2007-8)

Program Chair (2008-9)

Reviewer for Annual Meeting (annually 2001-2008)

Sage Scholarship Award Committee (2003)

Human Resources Division

Information Technology Committee (2001-2004)

Paper Session Chair (2007)

Paper Session/Symposium Discussant (2008)

Reviewer for Annual Meeting (annually 2000-2008)

Organizational Behavior Division

Paper Session Chair (1990)

Paper Session Discussant (2006)

Reviewer for Annual Meeting (1991, 1992, 1998, 2006, 2007)

Research Methods Division

Interactive Paper Session Facilitator (2002)

Paper Session Discussant (2006)

Reviewer for Annual Meeting (1998, 2002, 2003, 2006)

American Psychological Society

Reviewer for Annual Meeting (annually 1991-1994)

American Psychology Association

Reviewer for Annual Meeting (2001)

SIOP liaison to Board for the Advancement of Psychology in the Public Interest (2007)

Eastern Academy of Management

Review for Annual Meeting (2003)

Houston Area Industrial Organizational Psychologists

Executive Board (1996-1998)

Professional (continued)

Society for Industrial and Organizational Psychology

Awards Committee (1992-1993, 1993-1994, 1994-1995)

Liaison to APA Board for the Advancement of Psychology in the Public Interest (2007)

Membership Committee (1990-1991, 1991-1992)

Program Committee: Reviewer (annually 1994-1999, 2001-2007)

Registration Committee: Coordinator of Student Volunteers (1993)

Scientific Affairs Committee (1995-1996, 1996-1997, 1997-1998)

Subcommittee on Affirmative Action, Chair research (1995-1996)

Symposium Discussant (2007)

Ad hoc Reviews (at least once during the last 5 years)

American Economic Review

Academy of Management Journal

Basic and Applied Social Psychology

British Journal of Industrial Relations

Human Relations

Human Resource Management Review

International Journal of Selection and Assessment

Journal of Applied Social Psychology

Journal of Business Ethics

Journal of Personality and Social Psychology

Law & Human Behavior

Management Research News

Organization Science

Organizational Behavior and Human Decision Processes

Psychological Reports

Public Opinion Quarterly

Sage Publications (book)

University

Ad hoc committee to consider creation of a Diversity Leadership Council (2006-2008)

Affirmative Action Committee (1997-1998)

Center for Teaching Excellence Advisory Council (2007-2009)

Chief Equity and Diversity Officer Search Committee, Chair (2008)

Equity Review Committee (2002)

Hanszen College (Rice University) Faculty Associate (1997-1998)

Institutional Review Board (1986-1988; 1990-1992)

Minority and Diversity Issues Committee, Chair (2006-2008)

New Faculty Mentoring Program (2004-2006)

Teaching Excellence Award Committee (2004-2005)

Traffic Appeals Board (1990-1992)

School

Business Ethics Task Force, Chair (2004-2005)
Business Ethics Speaker Series, Chair (2005-2006, 2006-2007)
Curriculum Content Integration Team (2000-2001)
Faculty Search Committee, Business Ethics, Chair (2006)
Graduate Policy Committee (2000-2003)
Grievance and Academic Freedom Committee (2004-2007)
Management Area Chair (2008-current)
Nominations Committee (2003-2004)
Organized and Chaired three-day conference on *Teaching and Training Workplace Diversity: Best Practices and Research*, for which I obtained \$5,500 in sponsorships (2007)
Organized and Chaired three-day conference on *Teaching and Training Workplace Diversity: Bridging the Research-Practice Gap*, for which I obtained \$15,500 in sponsorships (2008)
Research Team (2000-2001)

Department/Area

Applied Graduate Committee (1990-1995)
Computer Policy and Use Committee (1981-1983)
Colloquium Committee (1983-1984, 1985-1986, 1990-1991)
Curriculum Committee (1986-1987)
Faculty Search Committee (date refers to end of academic year of search)
 Member (1982, 1986, 1993, 2004)
 Chair (2001, 2005, 2007)
Human Subject Use and Research Ethics Committee
 Member (1981-1983)
 Chair (1983-1984, 1986-1988, 1990-1992)
Library Committee (1981-1982, 1985-1986, 1991-1992)
Management Evaluation Committee (2005, 2006)
Management Journal List Task Force, Chair (2004-2005)