

Curriculum Vitae

Tine Koehler

GMU
Department of Psychology
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Education:

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| 05/04 | MA in Industrial and Organizational Psychology from George Mason University |
| 08/02 to present | George Mason University, Fairfax, VA graduate studies in Industrial and Organizational Psychology, currently enrolled in the Ph.D. program |
| 09/00 | Intermediate Diploma in Psychology (equivalent to Bachelor's degree) from the Philipps University in Marburg, Germany |
| 10/98 to present | University of Marburg, Germany, Psychology major, currently enrolled in the graduate program |
| 06/98 | Abitur (equivalent to High School Diploma)
Main subjects: Mathematics, Social sciences, German, Religion |
| 07/89 to 06/98 | Martin-Luther-Gymnasium (High school), Marburg, Germany |

University Courses taken:

Statistical Methods: Advanced Statistical and Research Methods for Psychology, Advanced Regression, Multivariate Statistics, Advanced ANOVA, Scaling, Psychometrics, Inferential Statistics, Experimental Design, Classical and Modern Test Theory, SEM/Meta-Analysis
Content Courses: Survey of Industrial Psychology, Survey of Organizational Psychology, Leadership, Small Group Behavior, Personnel Selection, Issues in Personnel Selection, Occupational Health Psychology, History and Systems, Misbehavior and Dysfunctional Attitudes in Organizations

Conference Presentations and Papers

Papers and Technical Reports

Horn, Z., & Koehler, T. (2006). When too much is too much: Social antecedents of negative emotions and determinants of constructive versus destructive deviance. Conference Proceedings of the 10th Biannual Conference of the International Society for the Study of Work and Organizational Values in Tallinn, Estonia.

Köhler, T. (2005). Predicting Academic Success with Achievement Motivation. Thesis at the Philipps-University, Marburg, Germany. Accepted May 2005.

Lev-Arey Margalit, D., & Koehler, T. (2005). Support and Administrative Selection System (SASS) Literature Review. Edison Electric Institute, Washington DC.

Conference Presentations

Koehler, T., & Elder, K.B. (2005). What if you can't find what you know is there? Interactions in I/O. Paper presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

Köhler, T. (2006). Predicting Academic Success with Achievement Motivation. Paper presented at the 27th Annual Conference for Industrial-Organizational Psychology and Organizational Behavior in Fairfax, VA.

Shuffler, M.L., Koehler, T., Langkamer, K.L., Herman, J.L., & Zaccaro, S.J. (2006). A Taxonomy of Leadership Processes across Multinational Team Collaboration Types. Paper to be presented in the Symposium "Global at Work, but Local at Heart!" at the 21st Annual Conference of the Society of Industrial and Organizational Psychology in Dallas, TX.

Koehler, T. (2006). The Power of Norms in Internationally Distributed Teams. Paper to be presented in the Symposium "Global at Work, but Local at Heart!" at the 21st Annual Conference of the Society of Industrial and Organizational Psychology in Dallas, TX.

Koehler, T., & Lev-Arey Margalit, D. (2006). The Changing Nature of Clerical Job Performance: Revisiting Validity Estimates. Paper to be presented at the 21st Annual Conference of the Society of Industrial and Organizational Psychology in Dallas, TX.

Elder, K., & Koehler, T. (2006). Power to the people: Detecting More Interactions in I/O. Paper to be presented in the Symposium "Devoting Rashly Something as Holy, Ye Must Then Reconsider: Revisiting Methodological Sacred Cows" at the 21st Annual Conference of the Society of Industrial and Organizational Psychology in Dallas, TX.

Koehler, T., & Elder, K. (2006). A Peek Into the Black Box of Psychological Contract Violation. Paper to be presented in the Symposium "Psychological Contracts at Work: Social Exchange Foundations and Practical Considerations" at the 21st Annual Conference of the Society of Industrial and Organizational Psychology in Dallas, TX.

Horn, Z., & Koehler, T. (2006). When too much is too much: Social antecedents of negative emotions and determinants of constructive versus destructive deviance. Paper to be presented at the 10th Conference of the International Society for the Study of Work and Organizational Values in Tallinn, Estonia.

Köhler, T., Cramton, C. D., & Hinds, P.J. (2006). Design and validation strategies for qualitative study of international teams. Paper to be presented at the 1st Annual Conference of the Interdisciplinary Network for Group Research in Pittsburgh, PA.

Köhler, T. (2006). Methodological Challenges of the Study of Group Norms in Internationally Distributed Teams. Paper to be presented at the 1st Annual Conference of the Interdisciplinary Network for Group Research in Pittsburgh, PA.

Conferences attended:

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| 07/06 | Annual Conference of the Interdisciplinary Network for Group Research in Pittsburgh, PA |
| 06/06 | Bi-Annual Conference of the International Society for the Study of Work and Organizational Values |
| 05/06 | Annual Meeting of the Society for Industrial and Organizational Psychology 2006 in Dallas, TX |
| 02/06 | Annual Conference for Industrial-Organizational Psychology and Organizational Behavior in Fairfax, VA. |
| 05/05 | Annual Conference on Research on Managing Groups and Teams, Palisades, NY |
| 04/05 | Annual Meeting of the Society for Industrial and Organizational Psychology 2005 in Los Angeles |

04/04	Annual Meeting of the Society for Industrial and Organizational Psychology 2004 in Chicago
04/03	Annual Meeting of the Society for Industrial and Organizational Psychology 2003 in Orlando
06/01	Conference "Work Conference on Psycho-physiological Methods of the German Society for Psychology"
06/99	Conference "Conference on the Subject of Industrial and Organizational Psychology of the German Society for Psychology"

Research Interests and Collaborations:

Power Issues in Moderated Regression with Dr. Jose Cortina and Katherine B. Elder
 Internationally Distributed Teams and the challenges they face with Dr. Catherine Cramton, School of Management, GMU
 Qualitative research methods and their use for internationally distributed teams with Dr. Catherine Cramton.
 Leadership in Multicultural Teams with Dr. Steve Zaccaro
 Prediction of Performance with Achievement Motivation with Dr. Robert Ployhart, Thesis "Predicting Academic Performance with Achievement Motivation" accepted at the Philipps-University of Marburg
 Influence of Individual Difference Variables on Psychological Contracts with Dr. Lois Tetrick
 Commuter Stress Project with Dr. Meni Koslowsky
 Contextual and Individual Characteristics as Bases of Deviant Behaviors with Zachary Horn

Scholarships:

Fulbright scholarship for the academic year of 2002-2003
 Scholarship of e-fellows.net GmbH & Co. KG
 Scholarship of Studienstiftung des Deutschen Volkes: largest and most important German scholarship organization for students

Membership in Professional Associations

Society for Industrial and Organizational Psychology (SIOP)
 Academy of Management (AOM)
 American Psychological Association (APA)

Work experience:

Teaching/Research Assistantships

08/06 to 12/06	Teaching MGMT 461 – Cross-Cultural and Global Management
07/06 to 08/06	Teaching PSYC301 - Research Methods in Psychology
08/05 to present	Teaching Assistantship for Management 301 laboratories
08/05 to present	Research assistantship with Dr. Alison O'Brien at the School of Management, George Mason University
06/04 to 11/04	Research Assistantship with the workgroup Psychological Assessment at the University of Marburg
08/03 to present	Research Assistantship with Dr. Catherine Cramton at the School of

Management, George Mason University

Duties included:

Supporting Dr. Cramton's qualitative research about Ethnocentrism in Internally Distributed workgroups by conducting interviews and observations at two global software companies, by transcribing, analyzing and interpreting interviews and observations, by preparing feedback for the software companies, by extracting topics for publication from the data

01/01 to 04/02

Employee at the University of Marburg, Department of Physiological Psychology and Cognitive Sciences,

Duties included: Animal experiments and data analysis

Internships and Other Employment

05/05 to 08/05

Internship at "Edison Electric Institute", Washington, DC.

01/06

Duties included:

Test evaluation and validation, conducting meta-analyses of administrative jobs, writing technical reports.

07/01 to 09/01

Internship at "Design Unlimited", Bad Vilbel, Germany, a national brand and design consultancy.

Duties included:

Market research and Marketing Psychology: Analysis of the relationship between brand, consumer and market, development of new concepts concerning brand identity and brand strategy, presentation and briefing for clients.

02/01 to 03/01

Internship at "KPMG", National Office, Berlin, Germany, international consulting organization for finance and strategy consulting.

Department: Personnel development

Duties included:

Organization of assessment centers for high potentials, Evaluation of the quality of previous assessment centers, Construction of new assessment tasks and of a top-down evaluation questionnaire

12/00

Seminar at McKinsey & Company, Frankfurt, Germany.

Topic: Mergers & Acquisitions

Task:

Case studies of a fictitious chemistry firm, which included analysis of the current financial and political situation and evolution of possible solutions. Role playing, consisting of interviewing managers and the heads of department and presenting the outcomes of the analysis to the head of the firm.

09/98 to 12/00

Employee at "Der Teeladen" in Marburg, the biggest franchise system of tea shops in Germany,

Duties included:

Advisory service, selling tea, organization of the shop, ordering, settlement of accounts

Languages:

German: native speaker
English: fluent
French: average
Latin: working knowledge

Skills and Experiences:

Advanced knowledge of Microsoft Office applications
Advanced knowledge of SPSS
Average knowledge of LISREL
Basic knowledge of SAS
Basic knowledge of QSR NVivo (qualitative data analysis)
Basic knowledge of Mac OS

Interests:

Sports including badminton, aqua jogging and Tae Bo, music, movies, literature

Updated last on 7/12/06