

ZACHARY N. J. HORN, M.A.

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PSYCHOLOGY
DEPARTMENT
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EDUCATION

Ph.D., I/O Psychology, George Mason University, Fairfax, VA, expected May 2007.

Advisor: Stephen J. Zaccaro, Ph.D.

Special areas of interest: Executive leadership, leader development, leader attributions, team dynamics, virtual teams, feedback in teams.

M.A., I/O Psychology, George Mason University, Fairfax, VA, 2003.

B.A., Psychology with honors in Psychology and Cowell College Honors
University of California at Santa Cruz, Santa Cruz, CA, 2002.

PUBLICATIONS & PRESENTATIONS

Zaccaro, S. J., & Horn, Z. N. J. (2003). Leadership theory and practice: Fostering an effective symbiosis. *The Leadership Quarterly*, 14, 769-806.

Horn, Z. N. J., & Köhler, T. (2006). *When too much is too much: Social antecedents of negative emotions and determinants of constructive versus destructive deviance*. To take place as an oral presentation at the 2006 Conference of the International Society for the Study of Workplace and Organizational Values (ISSWOV), Tallinn, Estonia.

Wiggins, B. K., & Horn, Z. N. J. (2005). *Explaining the effects of task complexity in computer-mediated communication dynamics: A meta-analysis*. In S. J. Zaccaro (Chair), Z. N. J. Horn, & B. K. Wiggins (Co-Chairs), *Best Practices in Making Virtual Teams That Work*. Symposium conducted at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

O'Brien, A., Wolf, P., Horn, Z. N. J., Poms, L., Bludau, T., Camburn, M. (2005). *Economics and challenges of quality undergraduate organizational behavior education*. Paper presented at the 2005 Academy of Management Conference.

Zaccaro, S. J., Horn, Z. N. J., Cracraft, M., Wood, G., Langkamer, K., Kikta, B. (2005). *Characteristics of developmental work experiences and their connections to leader adaptability attributes*. In D. V. Day (Chair), *Leader Development Theory and Research in the United States Army*. Symposium conducted at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Ford, M. T., Horn, Z. N. J., & Elig, T. (2004). Workplace stressors and stress reduction in the active-duty military in 2003. In M. J. Schwerin (Chair), *Military work-life: Factors affecting quality of life, readiness, and retention*. Symposium conducted at the 112th annual meeting of the American Psychological Association, Honolulu, HI.

Kemp, C., Wood, G., Cracraft, M., Horn, Z. N. J., Zaccaro, S. J. (2004). *Effects of Variability and Feedback on Team Adaptability Training*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

MANUSCRIPTS UNDER REVIEW

Ford, M. T., Horn, Z. N. J., & Elig, T. (2006). Workplace stressors and stress reduction in the active-duty military in 2003. Paper complete; under review with the *Department of Defense Public Policy Division*; to be sent immediately to the *Journal of Occupational Health Psychology*.

Wiggins, B. K., & Horn, Z. N. J. (2006). Explaining the effects of task complexity in virtual communication dynamics: A meta-analysis. Paper complete; under informal review by colleagues; to be sent immediately to the *Journal of Applied Psychology*.

GRADUATE RESEARCH EXPERIENCE

Developmental Work Assignments and Adaptive Expertise – October 2005 to present

This line of research is for my dissertation proposal. While specific questions for my dissertation have not yet been determined, the topic are a of interest centers in the characteristics of developmental experiences and how they influence various developmental outcomes, particularly gains in skills related to adaptive expertise.

Workgroup Norms and Organizational Deviance – November 2005 to present

Study investigates the influence of workgroup norms on negative emotional states as a function of one's need for uniqueness, and in turn examines the influence of negative emotional states on one's likelihood for choosing constructive versus destructive deviant behavior in the work setting. Paper accepted to the Tenth International Conference on Work Values and Behavior, offered by the International Society for the Study of Work and Organizational Values (ISSWOV): Tallinn, Estonia, 2006.

Testing Location and Internet-Based Testing – December 2003 to present

Project investigates the impact of testing location and Internet-related anxiety on Internet-based test performance.

Virtual Team Meta-Analysis – March 2003 to February 2006

Meta-analysis examining the effects of task type in explaining variance in performance differences between virtual and collocated teams; to be submitted for review by the *Journal of Applied Psychology* in February, 2006.

Stress and Military Support Programs – October 2003 to February 2006

Paper examines the effect of stressors and stress on quality-of-life outcomes for active-duty Service members in the U.S. military; investigates the role of military support programs as mediators of these relationships; paper accepted at 2004 APA conference and will be sent for review by the *Journal of Occupational Health Psychology* in February 2006.

Developmental Work Experiences Validation Study – August 2004 to April 2005

Validated a taxonomy of developmental work experiences using U.S. Army leader development survey data; presented as part of a symposium at the 2005 SIOP conference.
Advisor: Dr. Zaccaro.

Cognitive Assessment Battery – September 2002 to April 2006

Developed a comprehensive web-based leader assessment battery for U.S. Army Captains.
Advisor: Dr. Zaccaro.

Small Unit Leadership – November 2003 to April 2005

Examined the cognitive processes involved in decision-making regarding U.S. Army small unit leaders; developing an assessment “toolbox” for Army Platoon leaders.
Advisor: Dr. Zaccaro.

Team Adaptability Project - September 2002 to September 2003

Study examined the effects of feedback and variability on team performance; resulted in a paper presentation at the 2004 SIOP conference.
Project Head: Paige Bader, Advisor: Dr. Zaccaro

Research Assistant – August 2001 to June 2002. University of California at Santa Cruz.

Examined the role of stereotype threat in interracial interactions among strangers.
Advisor: Dr. Stephen Wright

TEACHING EXPERIENCE*Lead Teaching Assistant/Lab Instructor* – Spring 2005 / Fall 2005 / Spring 2006

Management 301, People and Organizations.

Coordinating the alignment between the lecture and supplemental discussion labs; teaching 2 labs per week; serve as a direct report to 72 students; instruction includes introductory material from I/O psychology and organizational behavior; assist in course design and evaluation. *Lead Professor: Dr. Wolf.*

Lab Instructor – Fall 2004

Management 301, People and Organizations.

Taught 4 labs per week; serve as direct report to over 145 students; instruction included introductory material from I/O psychology and organizational behavior; assisted in course design and evaluation. *Lead Professors: Dr. O'Brien & Dr. Wolf.*

*Lab Instructor – Spring 2003**Psychology 301, Research Methods in Psychology.*

Taught 2 two-hour labs per week. Teaching included instruction in developing experimental and observational studies, and writing APA-style research papers. *Advisor: Dr. Chrosniak*

*Lab Instructor – Fall 2002**Linked Courses, Psychological Statistics & Research Methods.*

Taught two labs for Psychology 300 (Analysis and Interpretation of Psychological Data) and one lab for Psychology 301 (Research Methods in Psychology) per week. Integrated material from the two courses was required to facilitate the labs. Taught the application of basic statistical analyses along with SPSS, developed homework and quizzes, and instructed students in writing APA-style psychological research papers. *Advisor: Dr. Sanford.*

APPLIED EXPERIENCE*Independent Consultant – April 2004 to March 2005**Career Services division of University Life, George Mason University.*

Developed and implemented a training system for students using the *PatriotJobWeb* job search database; designed a theory-based face-to-face workshop as well as an online multimedia training program.

*Research Consultant – March 2003 to April 2005**Mirum Corporation, Fairfax, VA.*

Researcher on several leadership assessment projects under the direction of Dr. Zaccaro.

*Research Fellow – May 2003 to September 2004**Washington Research Consortium of Universities, Arlington, VA.*

Contracted to Defense Manpower Data Center; developed and analyzed quality-of-life surveys for active-duty Service members of the United States military; assisted in development of computer-based survey research design structures.

*Intern – May 2001 to June 2002**Erik's DeliCafé, Santa Cruz, CA.*

Assistant to the Vice President of Operations, Pam Gruen, in the reconnaissance of competitor information; validated and improved Human Resource documents for better utilization of employee feedback.

PROFESSIONAL SERVICE & AFFILIATIONS*Conference Chairperson – February 2005 to February 2006**2006 IOOB Conference, George Mason University*

Obtained support from fellow students to submit proposal to host the 2006 IOOB Conference; formed committees; helped organize responsibilities for each committee; created

letters and files on behalf of the conference and assisted in logistics and manpower when needed; met with organizational sponsors to obtain financial support the conference.

Registration Coordinator – October 2005 to February 2006

2006 IOOB Conference, George Mason University

Created Internet-based surveys and collected registration via an online form; made contacts with Financial Services at George Mason University to investigate and implement a first-time system for collecting funds online through the GMU Psychology Department; acted as treasurer for all funds throughout the conference.

Webmaster – February 2005 to present

2006 IOOB Conference, George Mason University

Created web site; update it regularly; integrated online payments into the web site; created an interactive conference schedule for the site. Programs used: Dreamweaver MX, Adobe Photoshop 7.0, HTML coding and JavaScript.

Webmaster (May 2003 – present) – Industrial/Organizational Psychology Student Association, *George Mason University.*

Reformatted the layout and content of IOPSA web site to maximize ease of navigation and content availability for multiple audiences.

2005 Author, *The I/O Newsletter* (I/ON), George Mason University

2005 Assisted in Faculty Searches for GMU I/O Faculty

2005 George Mason I/O Alumni Award Committee – *Committee Member*

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2003 Author, *The I/O Newsletter* (I/ON), George Mason University

2003 George Mason I/O Alumni Award Committee – *Committee Member*

Society for Industrial-Organizational Psychology – student affiliate

American Psychological Association – student affiliate

AWARDS & HONORS

2002-2003 Teaching Assistant of the Year – George Mason University Psychology Department

Psi Chi Psychology National Honor Society, November 2001 – present

George Mason Research Fellowship, August 2002 – May, 2003

COURSEWORK COMPLETED

<i>Statistical/Methodological</i>	<i>Industrial-Organizational Content</i>
Advanced Statistics I	Survey of Industrial Psychology
Advanced Statistics II	Survey of Organizational Psychology
Multiple Regression	Leadership
Meta-Analysis	Personnel Selection
Structural Equation Modeling	Small Group Behavior
Multivariate Analyses	Training
Psychometrics*	Motivation
	Misbehavior in Organizations

* Course currently enrolled

SKILLS & PROFICIENCIES***Microsoft Office***

Advanced operating knowledge in *Word, Excel, Power Point, Publisher* and *Front Page*.
Beginning working knowledge in *Access*.

Statistical Software

SPSS – Working knowledge of many descriptive and advanced inferential statistical procedures.
SAS – Beginning knowledge of several descriptive and advanced statistical procedures.
HLM 6.0 – Proficient in analyses involving individual- and group-level data.
Lisrel 8.5 – Working knowledge of path analyses, structural equation modeling, confirmatory and exploratory factor analyses.

Web Development and Presentation Software

Adobe Photoshop 7.0 – working knowledge of graphics editing software; used for development of the web sites for the GMU I-O Program and 27th Annual IOOB Conference.
Camtasia Studio Software – working knowledge of screen video capture and audio editing; used for the development of online training project with GMU Career Services.
Macromedia Dreamweaver / HTML Coding / JavaScript – advanced experience with HTML coding and web design; working intermediate knowledge of *Dreamweaver* for web page design.