

CURRICULUM VITA

Robert G. Jones

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Helena, MT

Ashburn, VA

Education

Bachelor of Arts, Paracollege, Political Theory, Saint Olaf College, 1977

Basic, Paralegal, & Trust Certifications, American Institute of Banking, 1984

M.A., Ph.D., Industrial and Organizational Psychology; Minors in Human Resources Management (Business school) and Quantitative Methods, The Ohio State University, 1992

Academic and professional experience

Professor, teaching graduate & undergraduate students, conducting research. Missouri State University (Emeritus, 2018)

Department Head, managing a large academic department, including staffing and faculty support, performance evaluation and feedback, program review and development, budget monitoring, scheduling, curriculum development, space planning and management, student, alumni, and donor relations. Missouri State University. (7/07 – 7/11, Interim 8/06 – 7/07, 8/14 – 7/16)

City Council Member, General Seat D. Volunteer, non-partisan elected position; one of four “at large” seats. Served on the National League of Cities Energy, Environment, and Natural Resources Committee and Steering Committee, including development and writing of national energy and environmental policies. Served on the City Finance and Administration Committee, Community Involvement Committee. Sponsored various resolutions, including Inclusiveness resolution (10-06). Made presentations to community organizations on numerous topics, mostly related to sustainable growth planning, children’s and other social issues; participated in various workshops, activities, and retreats, mostly related to emergency response, homelessness, water policy, and other planning. Springfield, MO 2003-2007 (stepped back after four year term).

Independent Consultant, performance measurement, management, & development in various organizations; convened test item evaluation panels for reduction of adverse impact always with students. (6/93 – 10/19, intermittent; see partial list below)

Adjunct Faculty, teaching weekend graduate organizational and personnel psychology on military bases, Central Michigan University. (8/94 – 3/05, occasional)

Acting Department Head, Department administrative functions during Head’s leave. Major duties included annual performance reviews, staffing, budget & schedule planning. Missouri State University (Summer, 2001, and occasional to 2006)

Associate Professor, teaching graduate I/O seminars and undergraduate statistics, online courses, supervising ongoing research. Southwest Missouri State University (8/98 – 7/03)

Assistant Department Head, administrative duties for a large department, Southwest Missouri State University. (8/98-8/01)

Assistant Professor, teaching undergraduate & graduate psychology, Southwest Missouri State University. (8/93-8/98)

Training Coordinator, V.P. cabinet internal consultant and manager for conversion to teams, Nationwide Insurance Companies, Columbus, OH. (9/92-6/93)

Graduate Teaching Associate, teaching Advanced General Psychology, Ohio State University, Columbus. (9/90-6/92)

Adjunct Professor, teaching General Psychology, Life Span Development, Columbus State Community College. (3/91-3/92)

Graduate Teaching Associate, teaching General Psychology, Ohio State University, Columbus. (9/89-6/90)

Graduate Research Associate, evaluating programs, grant writing, Nisonger Center, Ohio State Univ. Hospitals. (8/86-8/88)

Advertising Coordinator, fund-raising for Columbus Symphony Orchestra, Columbus, OH. (4/86-6/88; seasonal)

Account Executive, sales and recruiting for employment agency, Anne Jones, Inc., Columbus, OH. (6/84-4/85)

Teller Supervisor, First Security Bank of Chicago. (3/81-4/84)
Head Bookkeeper, First National Bank of Wilmette, Wilmette, IL. (8/79-11/80)
Reader/Sorter Operator, The Winnetka Bank. Winnetka, IL. (6/78-7/79)
Associate Manager, The Chicago Children's Choir. (9/77-5/78)

Books and book chapters

- Jones, R.G. (2024, Under review). *Therapy for a Small Planet: Saving the World with Organizational Psychology*. Currently seeking agency representation.
- Jones, R.G. (2022). *Sustainable solutions: The climate crisis and the psychology of social action*. Washington, DC: American Psychological Association.
- Jones, R.G. (2020). *Applied Psychology of Sustainability*. NY: Taylor and Francis/Routledge.
- Wilson, K. & Jones, R.G. (2018). Performance Appraisal. In *The Psychology of Ethnicity in Organisations*. London: Palgrave Higher Education, Chapter 4.
- Jones, R.G. (2015). *Psychology of Sustainability: An Applied Perspective*. Taylor and Francis/Routledge, NY.
- Jones, R.G. (2012, Editor). *Nepotism in Organizations*. For Division 14, American Psychological Association, Society for Industrial and Organizational Psychology (SIOP), Frontiers Series. NY: Routledge.
- Jones, R.G. and Parameswaran, G. (2005). Predicting the human weather: How differentiation and contextual complexity affect behavior prediction. Chapter in K. Richardson (Ed.), *Managing the Complex: Philosophy, Theory, and Applications*, I.A.P./I.S.C.E. Managing the Complex book series, vol. 1., Greenwich, CT: Information Age.
- Jones, R.G., Levesque, C., & Masuda A. (2003). Emotional displays and social identity: Emotional investment in organizations. In Skarlicki, Gilliland, and Steiner (Eds.), *Social Values in Organizations*. Greenwich, CT: Information Age.
- Jones, R.G. & Rittman, A. (2002). A model of emotional and motivational components of interpersonal interactions in organizations. In N. Ashkanasy, C. Hartel, & W. Zerbe (Eds.), *Managing Emotions in the Workplace*, Armonk, NY: M.E. Sharpe.
- Anderson, L. & Jones, R.G. (2000). Affective, cognitive, and behavioral acceptance of feedback: Individual difference moderators. In Ashkanasy, Hartel, & Zerbe (Eds.), *Emotions in Organizational Life*. Westport, CT: Quorum.
- Jones, R.G., Stevens, M.J., & Fischer, D.L. (2000). Selection in team contexts. In J.F. Kehoe (Ed.), *Managing Selection in Changing Organizations*. San Francisco: Jossey-Bass, for SIOP Practitioner Series.
- Klimoski, R.J. & Jones, R.G. (1995). Staffing for effective group decision making: Key issues in matching people and teams. In R. Guzzo & E. Salas (Eds.), *Team Effectiveness and Decision Making in Organizations*. San Francisco: Jossey-Bass for SIOP Frontiers Series.

Refereed publications

- Jones, R.G., Parameswaran, G., and Nietzel, M. (2025 in preparation). Applied Psychology of Sustainability: A Planetary Science for Managing Ourselves. To be submitted to *American Psychologist*
- Jones, R.G., Aikens, J., Klimoski, R., Ayala, N., McKenna, M., and Sabin, S. (Under revision, 4-24). Steward Citizenship and Development of Long Term Perspective.
- Jones, R.G. (2023). Why Organizational Psychology Should Be a Leading Force for Sustainability. *The Industrial and Organizational Psychologist*, 61(1), Summer, .
- Nadler, J.T., Lowery, M., Grebinoski, J., & Jones, R.G. (2015). Aversive discrimination in employment interviews: Reducing effects of sexual orientation bias with accountability and egalitarian norms. *Psychology of Sexual Orientation and Gender Diversity*, 1, 480-488.
- Jones, R.G. & Stout, T. (2015). Policing nepotism and cronyism without losing the value of social connection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8(1). Focal article.
- Jones, R.G. & Wilson, K.Y. (2013). Prescription before careful diagnosis. *Industrial and Organizational Psychology*, 6, 485-489. Commentary.
- Jones, R.G. & Culbertson, S.S. (2011). Why Performance Management Will Remain Broken: Authoritarian Communication. *Industrial and Organizational Psychology*, 4, 179-180. Commentary.

Wilson, K. & Jones, R.G. (2008). Understanding and reducing stereotyping in performance appraisals: Recommendations from the UK. *Journal of General Management*, 32, Winter, 57-70.

Jones, R.G. & Born, M.Ph. (2008). Assessor constructs in use as the missing component in validation of assessment center dimensions: A critique and directions for research. *International Journal of Selection and Assessment*, 16, 229-238.

Klimoski, R.J. & Jones, R.G. (2008). Intuiting the selection context. *Industrial and Organizational Psychology*, 1(3), 352-354. Commentary.

Refereed publications (continued)

Jones, R.G. and Klimoski, R.J. (2008). Narrow standards for efficacy and the research playground: Why either/or conclusions don't help. *Industrial and Organizational Psychology*, 1(1), 147-149. Commentary.

Jones, R.G., Stout, T., Harder, B., Levine, E., Levine, J., & Sanchez, J.I. (2008). Personnel psychology and nepotism: Should we support anti-nepotism policies? *The Industrial/Organizational Psychologist*, 45(3), 17-20.

Youngcourt, S. S., Leiva, P. I., & Jones, R. G. (2007). Perceived purposes of performance appraisal: Correlates of individual- and position-focused purposes. *Human Resource Development Quarterly*, 18, 315-343.

Jones, R.G., Chomiak, M., Rittman, A., & Green, T. (2006). Distinguishing motive through perception of emotions. *Psicothema*, 18, 67-71.

Jones, R.G., Fleenor, J., and Summers, L. (2004). Book reviews and scientist-practitioner currency: A critical lever. *The Industrial/Organizational Psychologist*, 41(4), April.

Dementschenko, S. & Jones, R.G. (2002). New information technology and global I-O psychology international on-line forums. *The Industrial/Organizational Psychologist*, 40(2), October.

Jones, R.G., Sanchez, J.I., Phelps, J., Parameswaran, G., Shoptaugh, C., Williams, M., & White, S. (2001). Selection or training? A 2-fold test of the validity of job-analytic ratings of trainability. *Journal of Business and Psychology*, 15, 363-9.

Kirkman, B.L., Jones, R.G., & Shapiro, D.L. (2000). Why do employees resist teams? Examining the resistance barrier to work team effectiveness. *International Journal for Conflict Management*, 11, 74-92.

Jones, R.G. & Lindley, W. (1998). Issues in the transition to teams. *Journal of Business and Psychology*, 13, 31-40.

Jones, R.G. (1997). Statistical and methodological reasoning: A protection against media predation. *SMSU Journal of Public Affairs*, 1, 43-51.

Jones, R.G. (1997). A person's perception explanation for validation evidence from assessment centers. *Journal of Social Behavior and Personality*, 12, 169-178. Special edition on Assessment Centers.

Jones, R.G. & Whitmore, M.D. (1995). Evaluating developmental assessment centers as interventions. *Personnel Psychology*, 48(2), 377-388.

Jones, R.G. (1992). Construct validation of assessment center final dimension ratings: Definition and measurement issues. *Human Resources Management Review*, 3(2), 195-220.

Jones, R.G. & Klimoski, R.J. (1991). Excellence of academic institutions as reflected by backgrounds of editorial board members. *The Industrial/Organizational Psychologist*, 28(3), 57-63.

Book entries

Jones, R.G. (2023). An Applied Approach to Psychology of Sustainability. Entry for *Oxford Encyclopedia of Psychology*. NY: Oxford University Press (peer reviewed).

Jones, R.G. (2017). An Applied Approach to Psychology of Sustainability. Entry for *Oxford Encyclopedia of Psychology*. NY: Oxford University Press (peer reviewed).

Jones, R.G. and Willis, D. (2016). Organizational Implications of Climate Change. Entry for *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

Jones, R.G. (2016). Corporate Ethics. Entry for *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

Jones, R.G. (2006). Corporate Ethics. Entry for *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

Jones, R.G. (2006). Nepotism. Entry for *Encyclopedia of Career Development*. Thousand Oaks, CA: Sage.

Invited Presentations

Lin, L., Murphy, K.R., Colarelli, S., Jones, R.G., et al (2019). IGNITE session Hot I-O Topics debate. Accepted Society for Industrial and Organizational Psychology (SIOP) annual convention, Washington, D.C., April, panelist.

Jones, R.G. (2017). Managing the “Criterion Problem”: How to Integrate the Elephants in the Room. Workshop for The University of Greenwich, UK, Programme in Leadership and Organisational Behaviour.

Jones, R.G. (2017). Managing and adapting to naturally occurring human systems in organizations. Seminar at University of Westminster, UK.

Jones, R.G. (2016). IOers in the public interest. IGNITE session invited panelist at SIOP, Anaheim, CA, April.

Invited presentations (cont.)

Jones, R.G. (2015). Inclusion, Emotion, and Sustainability: The unlikely consequences of a management selection question. Invited presentation for the Midwest Psychological Association, Chicago, May.

Sliter, M., Salter, N., & Jones, R.G. (2014, May). Surviving the tenure process at a teaching-focused school. Panel presentation at the Society for I-O Psychology Junior Faculty Consortium, Honolulu, Hawaii, May.

Jones, R.G. (2014). Motivating who we have. Presentation to Springfield Sunrise Rotary. January.

Jones, R.G. (2013). How to motivate who? Presentation to Springfield North Rotary. September.

Jones, R.G. (2013). Can we adapt ourselves to the world we’ve built? Presentation for Springfield Regional Arts Council quarterly Pecha Kucha.

Jones, R.G. (2012). Man versus wild: Doing selection with ‘just’ an interview. Presentation for the Missouri Employer Committee of the Center of Workforce Development.

Jones, R.G. (2011). Is there an unfair prejudice against Nepotism? Colloquium for Central Michigan University I-O psychology doctoral program.

Anderson, L., Finch, M., Gallaway, T., Harsha, P., Jones, R.G., Jones, C.G., Kaf, W. Kemp, P., Madden, E., Mejia, R.M., Meraz, J., & Pratt, W. (2011). Facing the divides: A panel reports on bringing inclusive excellence to Missouri State University. Showcase on Teaching, Missouri State University, Springfield, MO.

Jones, R.G. (Moderator), Schaller, P., Rudasingwa, T., Chenoweth, R., and Keiser, J. (2009). Ishmael: Takers, leavers, and choices. For the Missouri State University Public Affairs Conference, Springfield, MO.

Howard, A., Thornton, G., Klimoski, R., Jones, R.G., Gibbons, A., Woehr, D., & Rupp, D. (2008). Perspectives on the assessment center method. Keynote presented at International Congress of the Assessment Center Method, D.C.

Jones, R.G. (2008). Sustainable transportation. Missouri State University Focus the Nation event.

Jones, R.G. (2007). Them are us: The struggle for inclusion. Presentation to statewide professional therapists through Alternative Opportunities, Inc. for continuing education credit.

Jones, R.G. (2005). Building job descriptions. Presentation for the I/O Psychology Club to student activities club leaders. Southwest Missouri State University.

Jones, R.G. (2003). Emotional intelligence and emotive perception. Presentation for SMSU Psychology Club.

Jones, R.G. (2002). Why Not Cars? Presentation for Drury University Elderhostel.

Jones, R.G. (2001). Understanding and improving the construct-related validity of the assessment center. Colloquium presented at Vrije Universiteit, Amsterdam, November.

Jones, R.G. (2001). Emotional work requirements, burnout, and performance. Colloquium presented at Erasmus Universiteit, Rotterdam, November.

Jones, R.G., Ashkanasy, N.M., & Weiss, H.M. (2001). Mood and Emotion in Cognition. Workshop for Academy of Management annual convention, Management and Organizational Cognition division, Washington, D.C.

Jones, R.G. (2000). Times of change: A short course in change management. Presented for the SMSU Process Improvement Committee kick-off event.

Jones, R.G. (1998). People make the place. Workshop for “Minding Your Business” series at Springfield-Greene County Public Library.

Jones, R.G. (1998). Doing research: Tips for new and returning graduate assistants. Workshop for Southwest Missouri State University graduate student orientation.

Jones, R.G. (1994). Team management and development: Are there differences? Presentation at the Ozarks Area Psychological Association.

Jones, R.G. & Bradley, S. (1994). Feedback, development, and career change: A ten year follow-up of assessment

center participants. Invited paper at the 22nd International Congress of the Assessment Center Method, San Francisco.

Refereed Presentations

Fisher, M., Aikens, J. Kennell, R. Ayala, N., Klimoski, R.J., & Jones, R.G. (2019). Selection feedback derived from biodata correlates of Long Term Strategic Perspective. Poster presented at Society for Industrial and Organizational Psychology (SIOP), Washington, D.C., April.

Briggs, E. & Jones, R.G. (2017). Family relationships, coordination, and NCAA basketball team performance. Poster at SIOP, Orlando, 2017.

Refereed Presentations (continued)

Wilson, K. & Jones, R.G. (2017). Ethnic bias in ratings demonstrated by different performance dimension intercorrelations. Poster at SIOP, Orlando, 2017.

Schanda, J. & Jones, R.G. (2016). Illustrating the “Criterion Problem”: How starting with the end in mind gets us there. Poster for Association for the Advancement of Sustainability in Higher Education convention, Baltimore, October.

Thomas, B.J., Kolze, M.J., & Jones, R.G. (2016). Differential predictors of minor & serious counterproductive work behaviors: Integrity & Narcissism. Poster for American Psychological Association (APA) convention, August.

Jones, R.G., Corwin, E., Anderson, S., & McKenna, M. (2016). Long Term Strategic Thinking: Predictor construct for performance & sustainability. Poster for Society for Industrial & Organizational Psychology (SIOP), Anaheim, CA.

Rodriguez, C.H., Corwin, E.S., Jones, R.G., and Foster, J.L. (2015). Organizational Citizenship Behaviors for the Environment: Context can trump values. Presentation for the APA annual convention, Toronto, August.

Anderson, S., Shoptaugh, C.F., Visio, M.E., & Jones, R.G. (2015). Influence of individual differences on sustainable behavior, commitment and engagement. Poster for SIOP, Philadelphia.

Klein, S.R., Lowman, R.L., & Jones, R.G. (2015). Environmental sustainability: Taking the lead on research and practice. Collaborative working session for SIOP, Philadelphia.

Woolsey, M.A. & Jones, R.G. (2015). Putting perceptions of nepotism in organizational and cultural contexts. Poster for SIOP convention, Philadelphia.

Anderson, S., McKenna, M., Perches, D., Ward, M., Jones, R.G., & Foster, J. (2014). Long term strategic thinking and values orientations: Time and time again. Poster for Missouri Psychological Association.

Amel, E.L., Scott, B.A., Rosenthal, L., Wilson-Doenges, G., & Jones, R.G. (2014). Effective pedagogy for the psychology of sustainability. Symposium for American Psychological Association Annual Convention, Philadelphia.

Friedman, N.E. & Jones, R.G. (2014). Reduced prejudice in assessment centers: A function of the rating process? Poster for Society for Industrial and Organizational Psychology annual convention, Honolulu.

Gaddis, B. Foster, J. Harms, P.D., DiSimone, J.A, Woolsey, M., Jones, R.G., Kavanaugh, K.J., Callan, R.C., & Sanders, R.N. (2014). A critical review of mechanical turk as a research tool. Symposium for SIOP, Honolulu.

Jones, R.G. (2013). Proposition: Anti-nepotism policies should be abolished. Debate presented to SIOP annual convention, Houston, Moderator.

Jones, R.G., Jobe, C., Schneider, N., & Robison, J. (2013). Bringing the world's schools to Springfield's schools. Panel presented at the Statewide Collaborative Diversity Conference, Missouri State University, Moderator.

Anderson, S., Coopwood, K., Stout, M., & Jones, R.G. (2013). Changing minds about race: Results of a community-based evaluation. Presented at the Statewide Collaborative Diversity Conference, Missouri State University.

Trivitt, E. & Jones, R.G. (2012). Accent prejudices, norm violation, and competence: FOR doesn't help. Paper as part of symposium, “Bias in Organizational Decisions and Perceptions: Gender, Ethnicity, and Culture.” J. Nadler, Chair. APA, Orlando.

Jones, R.G. (2012). Nepotism: Eradicate or adapt? Roundtable at SIOP annual convention, San Diego, Chair.

Lamer, J., Jones, R.G., Fleenor, J., & Mitchell, D.W. (2011). Do expatriates change or bring their cultures with them? Paper as part of symposium “What do you mean by that?” Presented at SIOP, Chicago, Kathryn Wilson, Chair.

Deal, W.P., Jones, R.G., & Englert, D. (2010). EI and personality: For which criteria is there an increment? Paper presented at SIOP annual convention, Atlanta.

Jones, R.G., Humphrey, R., Fischbach, A., Fox, K., & Daus, C. (2010). Meta-analysis and beyond: Extending the EI nomological network. Symposium presented to SIOP, Atlanta, Chair.

Jones, R.G. (2008). Once more into the gap: An update on the Emotive Perception Model. Presented at the Sixth biennial conference on Emotions in Organizational Life, INSEAD, Fontainebleau, FR.

Jones, R.G., Visio, M., King, H., and Wilberding, K. (2008). Leader emotive awareness, emotional labor, burnout and work-family conflict. Presented at conference on Emotions in Organizational Life, INSEAD, Fontainebleau, FR

Jones, R.G., Kane, T. Russo, J. & Walmsley, P. (2008). What you see is what you feel: Leader emotional labor is in the eye of the beholder. Presented at conference on Emotions in Organizational Life, INSEAD, Fontainebleau, FR

Karuppan, C., Gaska, W.J., & Jones, R.G. (2008). Medical Tourism: Diffusion of a Service Innovation. Paper submitted to annual meeting of the Decision Sciences Institute, Baltimore, MD.

Refereed Presentations (continued)

Jones, R.G., Kane, T., Russo, J., and Walmsley, P. (2008). Group perceptions and leader reports: Emotive displays and group effectiveness. Presented in symposium "Leaders and group affect", SIOP annual convention, San Francisco.

Stout, T., Levesque, C., and Jones, R.G. (2007). Nepotism, self determination, and career choice. Paper presented at the SIOP convention, New York.

Jones, R.G., Harder, B., Levesque, C., Levine, E., Levine, J., Sanchez, J.I., & Stout, T. (2007). Understanding nepotism: Examining the elephant in the room. Symposium presented to SIOP, New York; Chair.

Wilberding, K.W., Jones, R.G., Visio, M., & King, H. (2007). Leader emotive awareness, display rules, burnout and work-family conflict. Poster presented at SIOP, New York.

Hooft, E.A.J., Jones, R.G., & Born, M.P. (2005). Applicant personality characteristics as predictors of job choice and acceptance decisions. Poster presented at the SIOP convention, Los Angeles.

Grebinski, J. & Jones, R.G. (2003). Aversive discrimination in the employment interview: Investigating mitigating institutional pressures. Paper presented as part of symposium, "Beyond mere compliance: Applying psychology to reducing discrimination" at SIOP, Orlando.

Vey M.A. & Glomb, T.M. (2003). Individual differences' impact on emotional labor antecedents, processes, and outcomes. Symposium presented at SIOP, Orlando. R.G. Jones, Discussant.

Youngcourt, S.S. & Jones, R.G. (2002). Position Management: A broader definition of performance appraisal system effectiveness. Paper presented at SIOP, Toronto.

Jones, R.G. & Rohrer, A.T. (2002). Perceived display rules and burnout: A matter of disposition? Paper presented as part of symposium, "Emotional Labor: Emerging from murky waters with multi-method, multi-measure approaches" at SIOP, Toronto, C. Daus, Chair.

Jones, R.G. and Trevor, C. (2001). Strategic Human Resource Management. Symposium presented at Academy of Management annual convention, Washington, D.C.

Born, M, Kolk, Lievens, F., Arthur, W., Howard, A., & Jones, R.G. (2001). Construct Validation of the Dimensional Assessment Center: Where Are We Now and Where Should We Be Heading? Symposium presented at SIOP, San Diego, 2001. R.G. Jones and A. Howard, Discussants.

Jones, R.G. & Rittman, A. (2000). A model of emotional and motivational components of interpersonal interactions in organizations. Paper presented at conference on Emotions in Organizational Life, Toronto.

Chomiak, M., Jones, R.G., Rittman, A., and Green, T. (2000). Distinguishing motive through accurate perception of emotions. Paper presented at conference on Emotions in Organizational Life, Toronto.

Jones, R.G., Varma, A.I., Chapman, D., Brtek, M., Seijts, G.H., & Jackson, S. (2000). Selection - Interviews. Paper session presented at National Academy of Management, Toronto. R.G. Jones, Chair.

Jones, R.G., Greenwood, D., Stone-Romero, E., Reilly, R., & Bernardin, H.J. (2000). Issues in Accepting Job Performance Feedback. Symposium presented at Annual convention of the American Psychological Society, Miami, FL. R.G. Jones, Chair.

Jones, R.G., Rittman, A., & Dixon, D. (2000). Using an emotion probe theoretic to understand customer service encounters in organizations. Paper presented at Midwest Psychological Association, Chicago, May.

Rohrer, A. & Jones, R.G. (2000). Predictors of preferences for performance of emotional work. Poster presented at SIOP convention, New Orleans.

Stevens, M.J. & Jones, R.G. (2000). What happens between composition and performance? Team role taking norms. Paper presented at SIOP convention, New Orleans.

Jones, R.G., Sanchez, J.I., Alge, B., & Izquierdo, A. (1999). Criterion-related validation puzzles: Applications

beyond selection? Symposium presented at SIOP convention, Atlanta. R.G. Jones, Chair.

Jones, R.G. & Stackhouse, T. (1999). When criterion-related evidence serves as diagnostic indicator: The case for practical understanding of constructs in contexts. Paper presented at SIOP convention, Atlanta.

Stevens, M.J., Jones, R.G., Fischer, D.L., & Kane, T. (1999). Team Performance and Individual Effectiveness: Personality and Team Context. Paper presented at SIOP, Atlanta.

Richard, D. C. S., Jones, R. G., Kolman, L., & Bendure, K. (1999). Reconsidering the Mississippi Scale for PTSD: Content sampling issues and their effect on factor structure. Paper presented at Annual Conference of the Midwestern Psychological Association, Chicago.

Refereed Presentations (continued)

Jones, R.G., Bailey, J.J., Best, R.G., Fritze, J., & Mann, S. (1998). Identifying emotional expectations in jobs and organizations. Roundtable at First Conference on Emotions and Organizational Life, San Diego.

Anderson, L.J. & Jones, R.G. (1998). Affective, cognitive, and behavioral acceptance of feedback: Individual differences moderators. Paper presented at First Conference on Emotions and Organizational Life, San Diego.

Jones, R.G., Ployhart, R. Lievens, P. LeBreton, J., Rau, R., & Mount, M. (1998). Reaction to staffing approaches and techniques. Symposium presented at Academy of Management Meeting, San Diego, Discussant.

Jones, R.G. & Parameswaran, G. (1998). The difficulty of predicting individual behaviors in complex social environments revisited: Vygotsky, Werner, & Complexity. Academy of Management Writers' Theory Development Workshop.

Mann, S., Jones, R.G., Rafaeli, A., & Shinner, T. (1998). Faking it at work: Emotional display versus real feeling. An American/Australian/British/Israeli comparative study. Paper accepted to International Association of Applied Psychology Convention, San Francisco.

Jones, R.G., Harvey, R.J., Levine, E.L., Sanchez, J.I., Stevens, M.J. (1998). Job analysis for competencies versus KSAOS: Expanding worker requirements to meet emerging business trends. Panel discussion presented at Society for Industrial and Organizational Psychology (SIOP), Dallas, TX. R.G. Jones, Chair.

Jones, R.G., Sanchez, J.I., Mann, S., Best, R.G., & Motowidlo, S.J. (1997). Prescribed and contextual aspects of service work: Definition and prediction problems. Symposium presented at SIOP, St. Louis. R.G. Jones, Chair.

Best, R.G., Downey, R.G., & Jones, R.G. (1997). Incumbent perceptions of emotional work requirements. Paper presented at SIOP, St. Louis.

Mann, S. & Jones, R.G. (1997). The expression and suppression of emotion in intra-organisational communications. Proceedings of the British Psychological Society Occupational Psychology Conference, Blackpool, UK.

Mann, S. & Jones, R.G. (1996). Expectations of emotional display in the workplace: An American/British comparative study. Paper presented at SIOP, St. Louis.

Jones, R.G., Discussant; Klein, H., Simon, S.J., Werner, J.M., Najjar, M.M., Boudreau, J.W., Bhawuk, D.P., Millman, Z. (1996). Training effectiveness: From self guidance to cross-cultural techniques. Symposium presented at National Academy of Management, Cincinnati.

Jones, R.G. & Best, R.G. (1996). The nature and impact of emotional work in college residence hall advisors. Poster presented at the Ozarks Area Psychological Association.

Babor, E., Jones, R.G., & Sullivan, J.L. (1996). Within group differences in incumbent performance models. Paper presented at SIOP, San Diego, in symposium, "Answers about the use of job analysis for training decisions." R. Jones, Chair.

Jones, R.G. & Best, R.G., (1995). A further examination of the nature and impact of emotional work requirements on individuals and organizations. Paper presented at the National Academy of Management, Vancouver, B.C.

Jones, R.G., Phelps, J., Parameswaran, G., & Shoptaugh, C. (1995). The function of expertise in importance judgments versus in trainability judgments: Accuracy of job analysis ratings. Paper presented at the Annual Convention of SIOP, Orlando.

Jones, R.G., Lindley, W. (1995). Management effectiveness and management roles in team development. Proceedings of the Annual Convention of the Midwest Academy of Management, St. Louis.

Jones, R.G., Parameswaran, G. & Phelps, J. (1994). How do we know that SME judgments of trainability are accurate? Paper presented as part of the symposium "Trainability Testability", at Annual Convention of the APA, Los Angeles.

Klimoski, R.J. & Jones, R.G. (1994). Individual differences and effective team decision making: The case for

selection. Paper presented at SIOP, Nashville.

Jones, R.G. & Klimoski, R.J. (1993). Explaining illusory halo through the rating process: How early attention decisions affect rating outcomes. Paper presented at American Psychological Association, Boston.

Jones, R.G. & Whitmore, M.D. (1992). When will developmental feedback from an assessment center make a difference in people's careers? Paper presented at SIOP Convention, Montreal, Quebec, Canada.

Jones, R.G. & Klimoski, R.J. (1992). Categorization processes as an influence on accuracy and discriminant validity of observational ratings: When are we diligent? Paper presented at Midwest Academy of Management, St. Charles, Illinois.

Klimoski, R.J. & Jones, R.G. (1989). Acceptance of feedback as a function of self appraisal. Paper presented at National Academy of Management Convention, Washington, D.C.

Jones, R.G. (1989). The implications of coalition cycles for political activity and inactivity in organizational decision making. Paper presented at 10th Annual IO/OB Graduate Student Conference, New Orleans.

Book reviews

Jones, R.G. (2019). [Review of the book *The Social Psychology of Organizations: Diagnosing Toxicity and Intervening in the Workplace*. New York: Routledge, 2016]. *Personnel Psychology*

Jones, R.G. (2018). [Review of the book *Managing Workplace Diversity and Inclusion: A Psychological Perspective*, London: Routledge, 2017]. *Personnel Psychology*.

Jones, R.G. (2016). [Review of the book *The Biological Foundations of Organizational Behavior*, Chicago: University of Chicago Press, 2015]. *Personnel Psychology*, 68(4), 287-291.

Jones, R.G. (2014). [Review of the book *Family Business Dynamics*, St. Louis: EASI Consult, 2012]. *Personnel Psychology*, 67(2), 517-520.

Jones, R.G. (2012). [Review of the book *How to Be Good at Performance Appraisals*, NY: Harvard Business]. *Personnel Psychology*, 65(3), 708-710.

Jones, R.G. (2011). [Review of the book *Management Rewired: Why Feedback Doesn't Work and Other Surprising Lessons from the Latest Brain Science*, NY: Portfolio, 2010.] *Personnel Psychology*, 64, 272-274.

Jones, R.G. (2007) [Review of the book *Assessment Centers in Human Resource Management*, Lawrence Erlbaum, 2006]. *Personnel Psychology*, 60(1), 249-251.

Jones, R.G. (2006). [Review of the book *Building on the Promise of Diversity*, AMACOM, 2004]. *Personnel Psychology*, 59(3), 766-767.

Jones, R.G. (2005). [Review of the book *Management Skills: A Jossey-Bass Reader*, Jossey-Bass, 2004]. *Personnel Psychology*, 58(2), 837-839.

Jones, R.G. (2004). [Review of the book *Stakeholder Theory and Organizational Ethics*, Berrett-Koehler, 2003]. *Personnel Psychology*, 57(4), 1068-1071.

Jones, R.G. (2004). [Review of the book *In Praise of Nepotism*, Doubleday, 2003]. *Personnel Psychology*, 57, 550-553.

Jones, R.G. (2004). [Review of the book *Research in Personnel and Human Resources Management*, volume 21, JAI, 2003]. *Personnel Psychology*, 57(1), 230-232.

Jones, R.G. (2002). [Review of the book *Emotional Impact*, Palgrave, 2001]. *Leadership and Organizational Development Journal*, 23, 167-168.

Jones, R.G. (1999). [Review of the book *Dysfunctional Behavior in Organizations*. JAI Press, 1998]. *Personnel Psychology*, 52, 771-775.

Jones, R.G. (1999). [Review of the book *Research in Organizational Change and Development*, vol. 10. JAI Press, 1997]. *Personnel Psychology*, 52, 202-206.

Jones, R.G. (1998). [Review of the book *Team Performance Assessment and Measurement*. Erlbaum, 1997]. *Personnel Psychology*, 51, 479-482.

Jones, R.G. (1998). [Review of the book *The Origin of Everyday Mood: Managing Energy, Tension, and Stress*. Oxford Press, 1996]. *Personnel Psychology*, 51, 259-262.

Jones, R.G. (1997). [Review of the books *Raising the Bar* and *Individual Performance: An Approach to Designing an Effective Performance Management System*. Scottsdale, AZ: American Compensation Association, 1996]. *Personnel Psychology*, 50, 529-531.

Jones, R.G. (1996). [Review of the book *Team Talk: The Power of Language in Team Dynamics*. Boston: Harvard University Press, 1996]. *Personnel Psychology*, 49, 1007-1011.

Graduate Supervision

- Witten, C. (2016). Selecting for Commitment: Intentional and Habitual Predictors. Thesis, Chair.
- Willis, D.D. (2016). The development and validation of personality-based implicit measures for predicting character failure. Thesis, Committee.
- Briggs, E. (2016). Family membership and team performance. Thesis, Chair.
- Fiscus, T. (2016). IATs for selection. Thesis, Committee.
- Oberdear, L. (2015). Development of a non-bipolar, valence-balanced IAT for Emotional Intelligence. Thesis, committee.
- Stassen, M. (2015). Examining the incremental validity of personality-based implicit association tests designed to predict behavior related to integrity. Thesis, committee.
- Gardner, E.S. (2015). Long-term strategic thinking as a predictor of organizational citizenship behavior for the environment. Thesis, chair

Graduate supervision (cont.)

- Liu, Xue (2015). 2014 Summer Internship at YMCA Greater Providence. Seminar paper, Chair
- Thomas, B. (2015). IAT measure of counter-productive work behaviors. Thesis, committee.
- Woolsey, M. (2014) Nepotic behavior and fairness across cultures. Thesis, chair
- Anderson, S. (2014). The influence of knowledge, beliefs, and efficacy on commitment and engagement in sustainable behavior. Thesis, committee
- Wideman, W. (2013). Seminar paper, committee
- Liang, S. (2013). Training coordination for MSU office of international studies, seminar paper, chair
- Thompson, P.S. (2012). Predicting integrity behavior with the implicit association test. Thesis, committee
- Friedman, N. (2011). Comparing within exercise versus behavioral reporting constraints in assessment centers: Encouraging raters to withhold judgment. Thesis, Chair
- Hegi, E. (2011). Sisters of Mercy Health Systems Patient Adherence Project. Seminar paper, Chair
- Trivitt, E. (2011). Performance rating bias resulting from ratee accent. Thesis, Chair
- Person, A. (2011). HR internship at a large manufacturing firm. Seminar paper, Chair
- Onstodt, Shaye (2011). Emotional intelligence and special investigator performance. Thesis, committee
- Osafo, Emanuel (2010). Further investigation of an IAT for workplace integrity. Thesis, committee
- MacDonald, Lincoln. (2010). Using value congruence to add predictive validity to selection. Seminar paper, committee
- Lamer, J. (2010). Expatriate modesty and leniency in U.S. and Japanese samples. Thesis, Chair
- Curry, S. (2008). Selection for cultural fit in high performance manufacturing. Seminar paper, Chair
- Tamhane, R. (2008). Evaluation of Clinical Masters program outcomes. Seminar paper, Chair
- McKee, V.P. (2008). An examination of authoritarianism as a moderator between perceptions of unethical situations and power differentials. Thesis, committee.
- Lewis, J.A. (2007). The development and preliminary psychometric investigation of an implicit association test to measure integrity in the workplace. Thesis, committee
- Russo, J. (2007). Leader suppression of emotion: Contagion, trust and effectiveness in teams. Thesis, Chair
- Walmsley, P. (2007). Leader goal structures and team performance. Thesis, Committee.
- Nichols, S.B. (2007). Internship at St. John's Regional Medical Center, Seminar paper, Committee
- Huss, M. (2006) Avoidance of performance reviews. Thesis, Chair.
- Stout, T. (2006). Nepotism as a career choice. Thesis, Chair.
- Ingram, K. (2006). The moderating effect of the employment relationship on reactions to psychological contract violation. Thesis, committee.
- Montgomery, M. (2004). Contemplating a different beauty: Perceptions of attractiveness and impression management in performance assessments. Thesis, Committee.
- Ward, K. (2004). Performance appraisal system implementation for the Achievement Center for Intercollegiate Athletes for the Assistant Director and Graduate Assistant positions. Seminar paper, Chair.
- Stewart, Heather L. (2004). Job component model applied to a job analysis for the position of lieutenant for the Missouri State Highway Patrol. Seminar paper, Chair.
- Mundy, Erin (2003). Jacobs Civil, Inc., Human Resources Department. Seminar paper, Reader.
- Bauman, Michelle (2003). Ability to identify emotion and infer motive in evaluative interactions: A function of expertise?

Thesis, Chair.

Greim, R. (2002). Creation of a classification method based on student athlete motivations, role perceptions, and KSAs: Applying I/O psychology to sports counseling. Seminar paper, committee

Grebinoski, J. (2002). Aversive discrimination in the employment interview: The effects of organizational policies and accountability pressures. Thesis, Chair.

Wilson, S. (2002). An investigation of mentoring and hardiness as moderators in the stress-strain relationship. Thesis, Committee.

Youngcourt, S. (2002). Negotiation and continuous job analysis as components of effective performance appraisal processes: The Development of a Model. Thesis, Chair.

Kolk, N.J. (2001). Understanding and improving construct-related validity of the assessment center. Dissertation at Vrije Universiteit, Amsterdam, Committee, Opponent.

Graduate supervision (cont.)

Alford, S. (2001). Development and validation of personality-based selection device for O'Reilly Automotive entry level team members. Seminar paper, Chair

Chomiak, M. (2001). Predicting turnover using personality-based instruments. Seminar paper, Chair.

Hendrickson, J. (2000). Turnover reduction tactics for temporary manufacturing employees. Seminar paper, Chair.

Bivens, D.G. (2000). The influence of leaders affects leader-follower relationships. Thesis, Committee.

Cook, P. (2000). Goal setting and functional leadership: Creating conditions that enable effective team performance. Seminar paper, Reader.

Saracini, M. (1999). Marketing study for Ozarks Food Harvest. Seminar paper, Chair.

Rohrer, A. (1999). Individual difference predictors of preference for emotional labor. Thesis, Chair.

Brooks, J. (1999). Effects of congruence of rater and ratee goals on performance appraisal. Thesis, Committee.

Smith, R.S. (1999). Therapy intervention for children with sexual abuse and PTSD. Seminar paper, Committee.

Frietze, J. (1998). Validation study for the Emotional Work Requirements Scale (EWRS). Thesis, Chair.

Imhoff, P. (1998). Springfield Regional Opera Production Manual and Technical Report. Seminar paper, Chair.

Baltes, TR. (1998). The effect of free-set goals on wrestlers' performance and improvement. Thesis, Committee.

Mann, S. (1998). All the world's a stage: The emotional labour of corporate communications. Doctoral Thesis at University of Salford, UK. Technical Advisor.

Shartzter, M.C. (1997). Developing a job analysis questionnaire for patrol officers for the Columbus, Ohio Civil Service Commission. Seminar paper, Reader.

Anderson, L. (1997). Individual differences in the acceptance of performance feedback. Thesis, Chair.

Bacchus, M. (1997). Survey of alumni views on general education. Seminar paper, Reader.

Babor, E. (1996). Subject matter expertise in job analysis. Thesis, Chair.

Cisneros, A. (1996). The effects of diary keeping on performance appraisal. Thesis, Committee.

Lindley, W. (1996). Improving athletic team performance: An I/O perspective. Seminar paper; Reader.

Stackhouse, T.L. (1996). Development of an In Basket for PRIME, Inc. Internship at PRIME, Seminar paper, Chair.

Service

Reviewing and Editing

National Institutes for Health (2024)

Journal of Career Development (2020, 2022, 2024, 2025 ad hoc)

Frontiers in Sustainable Cities (reviewer 2018-2022)

Personnel Psychology Book Review Editor (1999-2004), Advisory Panel (1997-1999, 2004-2020)

Group and Organization Management (ad hoc, 2018)

Manager narrative comments: understanding the language of performance appraisal, Peer reviewer (UK Home Office, 2014)

Environmental Psychology (reviewed book chapters for Taylor & Francis, 2014)

Psychological Reports (ad hoc, 2014)

Journal of Business Ethics (ad hoc, 2013)

Swiss Journal of Psychology (ad hoc, 2013)

Green Organizations (reviewed book for dust cover endorsement, 2013)
Applied Psychology: An International Review (ad hoc, 2008, 2010)
APF/COGDOP Graduate Research Scholarship reviewer for APA Science Directorate (2009)
Leonard Wood Institute, RFP: Knowledge Sharing Systems white paper reviewer (2009)
Analyses of Social Issues and Public Policy (ad hoc, 2009)
Organizational Behavior and Human Decision Processes (ad hoc, 2008, 2011, 2012)
Personnel Psychology (ad hoc, 2001 - present)
British Academy, Large Research Grant review (2007)
International Journal of Work Organization and Emotion Special Issue Editor on Emotive Perception at Work (2006)
International Journal of Management Reviews (2006 ad hoc)
International Journal of Selection and Assessment (ad hoc, 2000, 2001, 2004)
Fetzer Institute, RFP: Scientific Research on Altruistic Love and Compassionate Love (2001)
Human Relations (ad hoc, 2001, 2006)

Service: Reviewing and Editing (cont.)

Sloan Management Review (ad hoc, 2000)
Group and Organizational Management (Special edition reviewer, 1999)
Academy of Management Review (ad hoc, 1998)
Psychological Methods (ad hoc, 1998)
Human Resource Management Review (ad hoc, 1998, 2001)
Journal of Organizational Behavior (Special edition reviewer, 1998)
Journal of Social Behavior and Personality (Consulting Editor on special edition, 1996)

Professional

Committee on Ethnic and Minority Affairs, Society for I-O Psychology (2018-2022)
Awards Committee, Society for I-O Psychology (2015-present Howard, Outtz, and Humanitarian Awards subcommittees)
Program Committees: Society for IO Psychology (1994-present); Emonet (1997-2020), Academy of Management HR division (1994-2005, 2015-2018), Careers division (1998-2003), Organizations & Natural Environment (2016), and APA (1994-1995)
Membership Committee, Division 14, APA, Society for I/O Psychology (SIOP; 1996-2002)

Community

League of Women Voters, Helena Area and State of Montana (2021-present)
Northern Plains Resource Council, Sleeping Giant affiliate (2022-present)
Floating Islands International (2022 – 2023; general consultation)
Lovett Pinetum Board (2015 – present; Strategic planning committee chair)
The Ozarks Society (2019 – present)
Community Foundation of the Ozarks, Rapid Rural Discussions, volunteer consultant (2018-2022)
Chicago Children's Choir Alumni Council (founding member, 2017 – 2019)
Springfield Sister Cities Association Board (2007 – 2014; Isesaki Committee Co-chair, 2008, Executive Committee 2008-2014, Secretary, 2009, Vice President, 2010-2012, President 2012-2013, cultural exchange musician 2008-2011)
Springfield City Council, Seat D (see “professional experience” above)
Newgenesis Homeless treatment center stakeholder committee (Chair, 2005-2006)
James River Basin Partnership, Board of Directors (2003-2008, nominating committee, 2005)
National League of Cities, Energy, Environment, and Natural Resources Committee (2005-2007)
National League of Cities, Energy, Environment, and Natural Resources Steering Committee (2006)
National League of Cities, Leadership Training Council (2006)
Testimony before Missouri House Committee on Finance and Education regarding gifted education (2006)
Supervisory Committee, Southwest Teachers Federal Credit Union (2003-2006) Chair, 2004-2005; Various subcommittees.
Community Partnership of the Ozarks, First Annual Homeless Camp Count (2005)
Council for Children's Dental Care, Chair (2004)
Citizens Review Team for Storm Water Design Criteria Manual (2003-2006)
High School Regional Debate Judge (2002-2014)

Phelps Center for the Gifted, Research Consultant (2001)
Southeast Springfield Neighborhood Association Board (1998-2000)
“People Make the Place” presentation to Springfield-Greene County “Minding Your Business” seminar (1998)
Springfield Regional Opera Board, 1997-2000; V.P. 1997-98; Co-president, 1998-99
South Oak Grove Neighborhood Association; founding board (1996-98)
Vision 20/20 Regional Planning; Parks, Open Spaces, and Greenways (1994-97)

Department

Conscientiousness Chair Search, Committee (2013-2014)
Introductory Psychology Instructor Search Committee, Chair (2012-2013)
Governance and Staffing Committee for Forest Institute merger (2012-2013)
I/O Masters Track Committee (1993-2018)
Department dual credit guidelines (1998-2011)
Personnel Committee (Promotion to professor, 2004-2005)
Evaluation Document Personnel Committee (2000-2003)
Long Range Planning Committee, Chair (1998-2001)

Department service (cont.)

Coordinating Board for Higher Education self study group (2000, 2004)
Experimental Psychologist Search Committee (1999)
Advisement Search Committee (1999)
Department Promotion Policy Committee (1997)
Department Tenure Policy Committee (1996-1997)

College

Administrative Council for College of Health and Human Services (9/06 – 2011; 2014 - 2017)
Promotion Committee, Athletic Training (2014 – 2016)
Recruitment Fairs for College of Health and Human Services (9/06 – 6/11, 2014)
School of Social Work Head search committee (9/06-2-07)
M.S. in Administrative Studies workshop presentation on online discussion board management (11/01)
College of Health and Human Services Council (Summer, 2001)
College of Health and Human Services First Friday Series Panelist (10/98)
Graduate Assistant Orientation: Research Tips (8/98)
Administrative Team for new M.S. in Administrative Studies (1998-1999)
College of Education Recruitment and Marketing Committee (1994-1995)
Graduate Student Council Interdisciplinary Forum on Publication (10/93)

University

Sustainability Advisory Committee, Operations Subcommittee (2015 – 2018)
University-based Mentoring, Support, & Partnerships Program (2013 – 2018)
Presidential scholarship interviews (2015 - 2017)
Diversity and Inclusion Advisory Council (2014 – 2016)
Academic Personnel Review Committee (2015, department head representative)
Faculty Center for Teaching and Learning, advisory committee (2014 – 2015)
Public Affairs Conference advisory committee (2008-2010)
Counseling, Leadership, and Special Education Department Head Search Committee (11/07 – 5-09)
Senate action on background checks (consulting to Senate Chairs, 2007)
Campus panel on sexual orientation (11-06)
SGA Panel on Global Warming (10-06)
University hiring practices and procedures committee (Ad hoc; 2006)
Academic Relations Committee (Senate, 2003-2005)
Faculty Senate, Associate Rank Representative (2001-2003)
Faculty Concerns subcommittee on exit interview protocol (2001)
University Human Subjects Review Committee (1995-2004); Chair 1997-99
University Faculty Evaluation Committee (1998-2001); Chair 2000-2001

Technology Expo 2000, Online Education Panelist (2000)
University Committee to Resolve Inconsistencies in the Current Incentive System (1998-99)
Faculty Senate Rules Committee (1995-98)
Faculty Senate Ad Hoc Committee on Campus Initiative Incentives (1997-1998)
Public affairs mission implementation roundtable, Discussion leader (11/95)
University Select Committee on Faculty Roles and Rewards (1994-1995)
University Council on Admissions and Registration (1991-1992; Ohio State)
Council of Graduate Students (1989-1990; Ohio State)

Grants and awards

Jones, R.G. (2017). Sabbatical award for Spring, 2017. (full salary)
Graduate Research Assistant Awards (1993-2002, 2003-2008, 2012-2018, ~\$16,000 each)
Jones, R.G. (2008). Travel award, International Education Committee, Missouri State University. (\$1,000.00)
Karuppan, C., Lunn, R., & Jones, R.G. (2008). Medical tourism. Missouri State University (\$61,000)
Jones, R.G. (2004). Personality, emotional intelligence, and work-family. Faculty research grant, SMSU (\$7,417)

Grants and awards (cont.)

Jones, R.G. (2004). Colloquium funding for Neal Ashkanasy to present "A Multi-level Model of Emotions in Organizations."
Public Affairs Grant, SMSU. (\$850 plus 7 departments supporting)
Jones, R.G. (2002). Funding for teaching at University of Queensland College of Management and Economics. (~\$5,000 AU)
Jones, R.G. (2002). Sabbatical award for Autumn, 2002. (full salary)
Jones, R.G. & Shoptaugh, C. (2002). Colloquium for Paul Thayer to present "Training: Whence from Here?" MSU. (\$1,200)
Jones, R.G. & Fischer, D.L. (1999). Psychological practices to enhance professional training of Masters students in I/O psychology. Funding for Results grant, Southwest Missouri State University. (\$550)
Jones, R.G. (1999). Workshop by Mark Whitmore, "Desperately seeking executive competencies." SMSU, Psychology (\$650)
Jones, R.G. (1996). Travel award, University College International Education Committee. (\$800.00)
Jones, R.G. (1994). Test equivalency study for Wonderlic Personnel Test. Wonderlic Personnel Test, Inc. Grant #5015-22-0305 (\$5,123.75)
Jones, R.G. (1993). Research and curriculum development for I/O masters track. SMSU Grant (\$2,701.00)

Consultation

Consultation includes contracts with test and personality assessment publishers, trucking and auto parts firms, public safety organizations, libraries, and other business, government, and nonprofit organizations.

Honors and Awards

Professor Salary Incentive Program (first year recipient, 2014)
Master Advisor, Missouri State University, 1996 - 2017
Consortium for Research on Emotional Intelligence in Organizations (invited member, 2005-present)
College of Health and Human Services Research Awards, 1997, 1999, 2001
Society for Industrial & Organizational Psychology (1989) and Academy of Management (1988) graduate student consortia

Courses taught

Undergraduate: Introductory Statistics (1993-2014); Environmental Psychology (2013-2017); History & Systems (1994-1997); Leadership & Decision Making (seminar; 1994-1996); Introductory Psychology (1989-1999); Advanced Topics in Psychology (units on Statistics, Research Methods, Social, I/O, and Learning; 1990-1992); Guest lectures in Tests & Measures, Psychology of Men/Women, Human Sexuality, Introductory Psychology.
Graduate: Performance Assessment (seminar, 1994-2019); Selection and Placement (seminar, 1996-2006, 2010-2018 &

web-based, 1997-2002); Personnel Psychology (1994-2004, class and seminar); Organizational Behavior (2002-2003); Statistics (1994-1999, 2010); Organizational Psychology (1994-1998, 2003); Survey of Psychology (units on Physiological, Developmental, and Cognitive/Learning Psychology, 1993-1996); Group Processes (seminar, 1994-1996); guest lectures.

Memberships

American Psychological Association (APA), including Society for Industrial and Organizational Psychology (Division 14) and Society for Environmental, Population and Conservation Psychology (Division 34). The Academy of Management, Human Resources and Organizations and the Natural Environment divisions (1992-2016). Missouri State University Founders Club