

## VITA

Alyce M. Dickinson, Ph.D.

Department of Psychology  
Western Michigan University  
Kalamazoo, MI 49008-5439

Email: alyce.dickinson@wmich.edu  
269-387-4473

### EDUCATION

- 1985 Ph.D., Applied Behavior Analysis  
Western Michigan University, Kalamazoo, MI  
Dissertation: The Effects of Extrinsic Reinforcement on Intrinsic Motivation
- 1978 M.A., Industrial/Organizational Psychology  
Fairleigh Dickinson University, Madison, NJ  
Thesis: The Development and validation of an Employee Performance  
Appraisal System. Recognized as the top thesis of the year in NJ by the New  
Jersey Psychological Association.
- 1974 B.A., Psychology, magna cum laude  
Lycoming College, Williamsport, PA

### ACADEMIC EXPERIENCE

- 1997-present Professor, Western Michigan University
- 1990-1997 Associate Professor, Western Michigan University
- 1984-1989 Assistant Professor, Western Michigan University
- Courses taught Undergraduate: Organizational Psychology, Survey of  
Behavior Analysis Research, Practicum
- Graduate: Psychology of Work, Personnel Selection,  
Advanced Systems Analysis, Industrial  
Psychology Practicum

### BUSINESS EXPERIENCE

- 1979-1980 Principal Court Analyst, Personnel  
New York State Office of Court Administration, New York, NY.  
Designed a performance appraisal system for 10,000 employees. Implemented  
a feedback system that reduced staff time to process personnel reports by 25%.  
Designed and conducted job analyses. Wrote instructional materials and  
trained professional staff in job analysis techniques.
- 1977-1979 Personnel Selection Specialist  
Port Authority of New York and New Jersey, New York, NY.  
Conducted job analyses. Designed management selection and promotional  
examinations. Validated selection test batteries. Evaluated tests for  
compliance with federal and professional guidelines.

**PUBLICATIONS: ARTICLES**

- Slowiak, J., M., Dickinson, A. M., Huitema, B. (in press). Self-solicited feedback: Effects of hourly pay and individual monetary incentive pay. *Journal of Organizational Behavior Management*.
- Johnson, D., & Dickinson, A. M. (in press). Employee of the Month Programs: Do they really work? *Journal of Organizational Behavior Management*.
- Rantz, W. G., Dickinson, A. M., Sinclair, G. A., & Van Houten, R. (2009). The effects of feedback on the accuracy of checklist completion during instrument flight training. *Journal of Applied Behavior Analysis*, 42(3), 497-509.
- Culig, K. M., Dickinson, A. M., Lindstrom-Hazel, D., & Austin, J. (2008). Combining workstation design and performance management to increase ergonomically correct computer typing postures. *Journal of Organizational Behavior Management*, 28, 146-175.
- Slowiak, J. M., Huitema, B. E., & Dickinson, A. M. (2008). Reducing wait time in a hospital pharmacy to promote customer service. *Quality Management in Health Care*, 17(2), 112-127.
- Johnson, D. A., Dickinson, A. M., & Huitema, B. E. (2008). The effects of objective feedback when individuals receive fixed and individual incentive pay. *Performance Improvement Quarterly*, 20(3-4), 53-74.
- McGee, H. M., Dickinson, A. M., Huitema, B. E., & Culig, K. M. (2006). The effects of individual and group monetary incentives on high performance. *Performance Improvement Quarterly*, 19(4), 107-130.
- Rantz, W., Dickinson, A. M., Sinclair, G., & Merk, A. (2006). Influencing flight checklist errors in a flight training environment. *Proceedings of the Seventh International Symposium of the Australian Association for Aviation Psychology: Vol. 7*. Albert Park, VIC, AU: Australian Association for Aviation Psychology. (R - the proceedings are refereed separately from the admission abstract and paper).
- Culig, K. M., Dickinson, A. M., McGee, H. M., & Austin, J. (2005). An objective comparison of applied behavior analysis and organizational behavior management research. *Journal of Organizational Behavior Management*, 25(1), 35-72.
- Dickinson, A. M. (2005). Are we motivated by money? Some results from the laboratory. *Performance Improvement*, 44(2), 18-24.
- Kim, S., Oah, S., & Dickinson, A. M. (2005). The impact of public feedback on three recycling-related behaviors in South Korea. *Environment and Behavior*, 37, 258-274.
- Kang, K., Oah, S., & Dickinson, A. M. (2004). The effects of feedback frequency on work performance. *OBM Network News*, 18 (1), 7-10.
- Kang, K., Oah, S., & Dickinson, A. M. (2003). The relative effects of different frequencies of feedback on work performance: A simulation. *Journal of Organizational Behavior Management*, 23(4), 21-53.
- Bucklin, B. R., McGee, H. M., & Dickinson, A. M. (2003). The effects of individual monetary incentives with and without feedback. *Journal of Organizational Behavior Management*, 23(2/3), 65-94.

- McGee, H. M., Bucklin, B. R., Dickinson, A. M., & McSweeney, F. K. (2003). Participation of women in the *Journal of Organizational Behavior Management*. *Journal of Organizational Behavior Management*, 23 (1), 3-31.
- Honeywell-Johnson, J. A., McGee, H. M., Culig, K. M., & Dickinson, A. M. (2002). Different effects of individual and small group incentives on high performance. *The Behavior Analyst Today*, 3(1), 88-103.
- Bucklin, B. R., & Dickinson, A. M. (2001). Individual monetary incentives: A review of different types of arrangements between performance and pay. *Journal of Organizational Behavior Management*, 21 (3), 45-137.
- Rantz, W., Olson, & Dickinson, A. M. (2000). Complimenting the traditional hierarchy of aviation safety controls with a behavior-based safety system. *Proceedings of the Eleventh International Symposium on Aviation Psychology*. Columbus, OH: Association for Aviation Psychology.
- Olson, R., Rantz, W., & Dickinson, A. M. (2000). Creating continuous improvement in aviation safety: Fitting a behaviour-based safety process to flight school operations. *Proceedings of the Fifth International Symposium of the Australian Association for Aviation Psychology: Vol. 5* (pp. 598 - 614). Albert Park, VIC, AU: Australian Association for Aviation Psychology. (R - the proceedings are refereed separately from the admission abstract and paper).
- Rantz, W., Olson, R., & Dickinson, A. M. (2000). Aviation behavior-based safety: Improving the safety culture of a flight school. *Proceedings of the Third Annual Flight Instructors Conference* (pp. 47-59). National Association of Flight Instructors/Experimental Aircraft Association. (R - the proceedings are refereed separately from the admission abstract and paper).
- Dickinson, A. M. (2000). The historical roots of Organizational Behavior Management in the private sector: The 1950s - 1980s. *Journal of Organizational Behavior Management*, 20 (3/4), 9-58.
- Bucklin, B. R., Dickinson, A. M., & Brethower, D. M. (2000). A comparison of the effects of fluency training and accuracy training on application and retention. *Performance Improvement Quarterly*, 13 (3), 140-163. (R)
- Bucklin, B. R., Alvero, A. M., Dickinson, A. M., Austin, J., & Jackson, A. K. (2000). Industrial-Organizational Psychology and Organizational Behavior Management: An Objective Comparison. *Journal of Organizational Behavior Management*, 20 (2), 27-75. (R)
- Grindle, A. C., Dickinson, A. M., & Boettcher, W. (2000). Behavioral safety research in manufacturing settings: A review of the literature. *Journal of Organizational Behavior Management*, 20 (1), 29-68. (R)
- Matthews, G. A., & Dickinson, A. M. (2000). Effects of different percentages of incentive pay on productivity and time spent working when competitive alternative activities are available. *Journal of Organizational Behavior Management*, 20 (1), 3-27.
- Bucklin, B. R., & Dickinson, A. M. (2000). Individual monetary incentives with and without feedback: A report on a study funded by the OBM Network grant award. *OBM Network News*, 13 (1), pp. 5, 11.

- Honeywell-Johnson, J. A., & Dickinson, A. M. (1999). Small group incentives: A review of the literature. *Journal of Organizational Behavior Management, 19*, 89-120.
- Honeywell, J. A., Dickinson, A. M., & Poling, A. (1997) Individual performance as a function of individual and group pay contingencies. *The Psychological Record, 47*, 261-274.
- LaMere, J. M., Dickinson, A. M., Henry, M., Henry, G., & Poling, A. (1996) Effects of a multi-component monetary incentive program on the performance of truck drivers: A longitudinal study. *Behavior Modification, 20*, 385-406.
- Dickinson, A. M., & Poling, A. D. (1996). Schedules of monetary reinforcement in Organizational Behavior Management: Latham and Huber (1992) revisited. *Journal of Organizational Behavior Management, 16*, 71-91.
- Dickinson, A. M., Smoot, D. A., Eikenhout, N. R., & Honeywell, J. A. (1996). Recent research from Western Michigan University: Social loafing, feedback and monetary incentives. *Performance Management Magazine, 14*, 11-15.
- Honeywell, J., Nolan, T., Dickinson, A. M., & Liberacki, P. (1996). March Madness: Making performance feedback fun. *Performance Management Magazine, 14*, 7-11.
- Sundby, S., Dickinson, A. M., & Michael, J. (1996). Evaluation of a computer simulation to assess subject preference for different types of incentive pay. *Journal of Organizational Behavior Management, 16*, 45 -69.
- Dickinson, A. M. (1995). Rewards and punishment: A fine distinction. A behavior analyst's reply to Alfie Kohn's (1993) *Punished by rewards*. *Performance Improvement Quarterly, 8*, 131-136.
- Yuen, H. K., Nelson, D. L., Peterson, C. Q., & Dickinson, A. M. (1994). Prothesis training as a context for studying occupational forms and motoric adaptation. *American Journal of Occupational Therapy, 48*, 55-61.
- Dickinson, A. M., & Gillette, K. L. (1993). A comparison of the effects of two individual monetary incentive systems on productivity: Piece rate pay versus base pay plus incentives. *Journal of Organizational Behavior Management, 14*, 3-82.
- Oah, S., & Dickinson, A. M. (1992). A comparison of the effects of a linear and an exponential performance pay function on work productivity. *Journal of Organizational Behavior Management, 12*, 85-123.
- Skaggs, K., Dickinson, A. M., & O'Connor, K A. (1992). The use of concurrent schedules to evaluate the effects of extrinsic reinforcement on intrinsic interest: A replication. *Journal of Organizational Behavior Management, 12*, 45-83.
- Dickinson, A. M. (1991). Performance management and statistical process control. *Performance Management Magazine, 9*, 8-9.
- Dickinson, A. M. (1991). Exploring new vistas: The Performance Management Laboratory at Western Michigan University. *Performance Management Magazine, 9*, 27-31.
- Dickinson, A. M. (1991) Rewards can be good for business and education. *Performance Management Magazine, 9*, 10-14.

- Frisch, C. J. & Dickinson, A. M. (1990). Work productivity as a function of the percentage of monetary incentives to base pay. *Journal of Organizational Behavior Management*, 11, 13-33.
- Oah, S., & Dickinson, A. M. (1989). A review of empirical studies of verbal behavior. *The Analysis of Verbal Behavior*, 7, 53-68.
- Dickinson, A. M. (1989). The detrimental effects of extrinsic reinforcement on "intrinsic motivation". *The Behavior Analyst*, 12, 1-15.
- Mawhinney, T. C., Dickinson, A. M., & Taylor, L., A., III. (1989). The use of concurrent schedules to evaluate the effects of extrinsic rewards on "intrinsic motivation." *Journal of Organizational Behavior Management*, 10, 109-130.
- Stoneman, K., G., & Dickinson, A. M. (1989). Individual performance as a function of group monetary incentives and group size. *Journal of Organizational Behavior Management*, 10, 131-150.
- Redmon, W. K, & Dickinson, A. M. (1978). A Comparative Analysis of Statistical Process Control Theory D and Behavior Analytic Approaches to Quality. *Journal of Organizational Behavior Management*, 9, 47-65.
- O'Brien, R. M. and Dickinson, A. M. (1977). Contingency factors in negative practice smoking. *Psychological Reports*, 40, 495-505.

#### **PUBLICATIONS: BOOK CHAPTERS**

- Poling, A., Dickinson, A. M., Austin, J., & Normand, M. (2000). Basic behavioral research and organizational behavior management. In J. Austin & J. E. Carr (Eds.). *Handbook of applied behavior analysis* (pp. 295-320). Reno, NV: Context Press.
- Dickinson, A. M. and O'Brien, R. M. (1982). Performance measurement and evaluation. In R. O'Brien, A. M. Dickinson & M. Rosow, *Industrial Behavior Modification*. New York: Pergamon Press.
- O'Brien, R. M. and Dickinson, A. M. (1982). An introduction to industrial behavior modification. In R. O'Brien, A. M. Dickinson & M. Rosow, *Industrial Behavior Modification*. New York: Pergamon Press.
- Bushouse, F. E., Jr., Feeney, E. J., Dickinson, A. M., & O'Brien, R. M. (1982). Increased productivity in man-paced and machine-paced performance. In R. O'Brien, A. M. Dickinson & M. Rosow, *Industrial Behavior Modification*. New York: Pergamon Press.
- Feeney, E. J., Staelin, J. R., O'Brien, R. M., and Dickinson, A. M. (1982). Increasing sales performance among airline reservation personnel. In R. O'Brien, A. M. Dickinson & M. Rosow, *Industrial Behavior Modification*. New York: Pergamon Press.
- Brand, D. D., Staelin, J. R., O'Brien, R. M. and Dickinson, A. M. (1982). Improving white collar productivity at HUD. In R. O'Brien, A. M. Dickinson & M. Rosow, *Industrial Behavior Modification*. New York: Pergamon Press.

#### **CO-EDITED BOOKS/JOURNAL ISSUES**

- Dickinson, A. M., & Mawhinney, T. C. (Eds.). (2000). Organizational Behavior Management in the Year 2000 [Special issue]. *Journal of Organizational Behavior Management*, 20 (3/4).

Redmon, W. K., & Dickinson, A. M. (Eds.). (1990). *Promoting excellence through performance management*. New York: Haworth.

Also published as a special issue of the *Journal of Organizational Behavior Management*.

O'Brien, R. M., Dickinson, A. M., and Rosow, M. P. (Eds.). (1982). *Industrial Behavior Modification: A Management Handbook*. New York: Pergamon Press.

## PRESENTATIONS

Johnson, D. A., & Dickinson, A. M. (2009, May). *When self-pacing goes wrong: A comparison of two methods for reducing computer-based racing*. Presented at the annual conference of the Association for Behavior Analysis, Phoenix, AZ.

Dickinson, A. M., Rantz, W. G., Sinclair, G. A., Van Houten, R. (2009, February). *Have a safe flight: Using feedback to increase the accuracy of checklist completion during flight training*. Presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI.

Slowiak, J. M., & Dickinson, A. M. (2009, February). *Self-solicited feedback: Effects of hourly pay and individual monetary incentive pay*. Presented at the semi-annual conference of the Organizational Behavior Management Network conference, Cocoa Beach, FL.

Fante-Konwinski, R., & Dickinson, A. M. (2009, February). *A comparison of three training methods on the acquisition and retention of automotive product knowledge*. Presented at the semi-annual conference of the Organizational Behavior Management Network conference, Cocoa Beach, FL.

Slowiak, J. M., & Dickinson, A. M. (2008, May). *Self-solicited feedback: Effects of hourly pay and individual monetary incentive pay*. Presented at the annual conference of the Association for Behavior Analysis, Chicago, IL.

Stuber, T. A., Gabriau, K., & Dickinson, A. M. (2008, May). *Measuring toy cleaning practices in a pediatric hospital playroom*. Presented at the annual conference of the Association for Behavior Analysis, Chicago, IL.

Rantz, W., Dickinson, A. M., Sinclair, G., & Van Houten, R. (2008, May). *The effects of feedback on the accuracy of completing flight checklists*. Presented at the annual conference of the Association for Behavior Analysis, Chicago, IL.

Hwang, H., & Dickinson, A. M. (2007, May). *The relative effects of individual and social comparison feedback when individuals earn monetary incentives*. Presented at the annual conference of the Association for Behavior Analysis, San Diego, CA.

Slowiak, J., Huitema, B., & Dickinson, A. (2007, April). *Reducing wait times in a hospital pharmacy to promote customer service*. Presented at the conference of the Research and Creative Activities Graduate Student Research Conference, Office of Research and Sponsored Programs, Western Michigan University, Kalamazoo, MI. (competitive presentation)

Slowiak, J., Huitema, B., & Dickinson, A. (2007, February). *Reducing wait times in a hospital pharmacy to promote customer service*. Presented at the annual conference of the Behavior Analysis Program Research Conference, Western Michigan University, Kalamazoo, MI.

- Dickinson, A. M., & Jaehnig, W. (2007, January). *The effects of audio narration on e-learning*. Presented at the bi-annual conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, Sarasota, FL.
- Marmolejo, E. K. A., Crowley-Koch, B., Flossason, T., & Dickinson, A. M. (2007, January). *The Progressive Organizational Intake Tree (POINT): A behavioral approach to project intake, assessment, and delegation*. Presented at the bi-annual conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, Sarasota, FL.
- Rantz, W., Dickinson, A. M., Sinclair, G., & Merk, A. (2006, November). *Influencing flight checklist errors in a flight training environment*. Presented at the Seventh International Symposium of the Australian Association for Aviation Psychology, Manly, AU.
- Jaehnig, W. & Dickinson, A. M. (2006, May). *Audio narration and reading ability in programmed instruction*. Presented at the annual conference of the Association for Behavior Analysis, Atlanta, GA.
- Jaehnig, W. & Dickinson, A. M. (2006, February). *Audio narration and reading ability in programmed instruction*. Presented at the annual conference of the Behavior Analysis Program Research Conference, Western Michigan University, Kalamazoo, MI.
- Dickinson, A. M., McGee, H. M., & Culig, K. M. (2005, May). Individual versus small group monetary incentives: A literature review. In G. A. Matthews (Chair), *Current advances in OBM research: The effects of monetary incentives and feedback on organizational performance*. Symposium conducted at the meeting of the Association for Behavior Analysis, Chicago, IL.
- McGee, H. M., & Dickinson A. M. (2005, May). The effects of individual and small group incentives on high performance. In G. A. Matthews (Chair), *Current advances in OBM research: The effects of monetary incentives and feedback on organizational performance*. Symposium conducted at the meeting of the Association for Behavior Analysis, Chicago, IL.
- Culig, K. M., Johnson, D. A., & Dickinson A. M. (2005, May). The effects of individual monetary incentives with individual feedback and group monetary incentives with group feedback on high performance. In G. A. Matthews (Chair), *Current advances in OBM research: The effects of monetary incentives and feedback on organizational performance*. Symposium conducted at the meeting of the Association for Behavior Analysis, Chicago, IL.
- Johnson, D. A., Culig, K. M., & Dickinson A. M. (2005, May). The effects of feedback on hourly pay and individual incentive pay. In G. A. Matthews (Chair), *Current advances in OBM research: The effects of monetary incentives and feedback on organizational performance*. Symposium conducted at the meeting of the Association for Behavior Analysis, Chicago, IL.
- Dickinson, A. M. (2005, May). Organizational Behavior Management: Some new directions. In C. A. Alligood (Chair), *Professional development series: Non-traditional research questions and the expansion of behavior analysis*. Symposium conducted at the meeting of the Association for Behavior Analysis, Chicago, IL.
- Culig, K. M., Dickinson, A. M., McGee, H. M., & Austin, J. (2005, May). An objective comparison of ABA and OBM research. In H. M. McGee (Chair), *Literature reviews for better practice*. Symposium conducted at the meeting of the Association for Behavior Analysis, Chicago, IL.

- Dickinson, A. M. (2005). *Are we motivated by money? Some surprising results from the laboratory*. Presented at the annual conference of the International Association for Performance Improvement, Vancouver, BC, Canada, April. (Invited Master's Series presentation)
- Dickinson, A. M., & McGee, H. (2005). *The effects of individual and small group monetary incentives on high performance*. Presented at the annual conference of the International Association for Performance Improvement, Vancouver, BC, Canada, April.
- Johnson, D., & Dickinson, A. M. (2005). *The effects of performance feedback on hourly and individual incentive pay*. Presented at the annual conference of the Behavior Analysis Program Research Conference, Western Michigan University, Kalamazoo, MI, April.
- Dickinson, A. M. (2005). *A tribute to Thomas C. Mawhinney: Twenty years of service as editor/coeditor of the Journal of Organizational Behavior Management*. Presented at the bi-annual conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, Sarasota, FL, January.
- Dickinson, A. M. (2004). *Critical differences between Organizational Behavior Management and Industrial-Organizational Psychology*. Presented at the annual meeting of the MidAmerican Association for Behavior Analysis, Indianapolis, IN, October.
- Dickinson, A. M. (2004). *Organizational Behavior Management and Industrial-Organizational Psychology: An objective comparison*. Presented at the annual meeting of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.
- Dickinson, A. M. (2004). *Individual monetary incentives: Does the design of the pay system affect performance?* Presented at the annual meeting of the Nevada Association for Behavior Analysis, Reno, NV, January.
- Dickinson, A. M., & Bucklin, B. R. (2003). *Does feedback enhance the effectiveness of individual monetary incentives?* Presented at the 9<sup>th</sup> meeting of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, St. Petersburg Beach, FL, January.
- Kang, K., Oah, S., & Dickinson, A. M. (2003). *The effects of feedback frequency under hourly pay and individual incentive pay*. Presented at the annual conference of the Association for Behavior Analysis: International, San Francisco, CA, May. (presenting author)
- Kim, S., Oah, S., & Dickinson, A. M. (2003). *The effects of posted feedback on recycling behavior: The relative effectiveness of written and graphic feedback*. Presented at the annual conference of the Association for Behavior Analysis: International, San Francisco, CA, May. (presenting author)
- Dickinson, A. M. (2002). *Individual monetary incentives: The power of ratio schedules*. Presented at the annual conference of the Mid-American Association for Behavior Analysis, Kalamazoo, MI, October.
- McGee, H. M., Bucklin, B. R., & Dickinson, A. M. (2002). *Women in Organizational Behavior Management*. Presented at the annual conference of the Association for Behavior Analysis, Toronto, ON, Canada, May.

- Dickinson, A. M. (2002). *Individual monetary incentives: Does the design of the pay system affect performance?* Presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.
- Dickinson, A. M., & Bucklin, B. R. (2001). *Individual monetary incentives: A review of different types of arrangements between performance and pay.* Presented at the annual conference of the Association for Behavior Analysis: International, New Orleans, LA, May.
- Rantz, W., Olson, & Dickinson, A. M. (2001). *Complimenting the traditional hierarchy of aviation safety controls with a behavior-based safety system.* Presented at the Eleventh International Symposium on Aviation Psychology, Columbus, OH, March.
- Dickinson, A. M., Rantz, W., Olson, R., & Austin, J. (2001). *Taking wing: Behavior-based safety applied to a flight training school.* Presented at the joint conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, January, Clearwater Beach, FL.
- Olson, R., Rantz, W., & Dickinson, A. M. (2000). *Creating continuous improvement in aviation safety: Fitting a behaviour-based safety process to flight school operations.* Presented at the Fifth International Symposium of the Australian Association for Aviation Psychology, Manly, AU, November.
- Rantz, W., Olson, R., & Dickinson, A. M. (2000). *Aviation behavior-based safety: Improving the safety culture of a flight school.* Presented at the annual conference of the National Association of Flight Instructors/Experimental Aircraft Association, Oshkosh, WI, July.
- Bucklin, B., Dickinson, A. M., & McGee, H. (2000). *The supplemental effects of feedback on productivity under individual monetary incentives.* Presented at the annual conference of the Association for Behavior Analysis: International, Washington, DC, May.
- Bucklin, B. R., Alvero, A. M., Dickinson, A. M., Austin, J., & Jackson, A. K. (2000). *Industrial-Organizational Psychology and Organizational Behavior Management: An objective comparison.* Presented at the annual conference of the Association for Behavior Analysis: International, Washington, DC, May.
- McGee, H., Bucklin, B., & Dickinson, A. M. (2000). *The effects of a systems analysis and performance improvement plan on the productivity of web solution providers.* Presented at the annual conference of the Association for Behavior Analysis: International, Washington, DC, May.
- Dickinson, A. M. (2000). *The relative effects of individual and small group monetary incentives on performance and satisfaction: A review.* Presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.
- Rantz, W., VanAssche, A., Austin, J., & Dickinson, A. M. (2000). *Behavior-based safety assessment in flight training.* Presented at the Collegiate Aviation Safety conference, Embry-Riddle Aeronautical University, Daytona Beach, FL, March.
- Dickinson, A. M. (2000). *The effects of individual and small group monetary incentives: A comparison.* Presented at the annual conference of the California Association for Behavior Analysis, San Francisco, CA, February.

- Dickinson, A. M., & Honeywell-Johnson, J. A. (1999). *A comparison of the effects of individual and group monetary incentives on performance and satisfaction.* Presented at the annual conference of the Association for Behavior Analysis: International, Chicago, IL, May.
- Van Assche, P. A., Vedmore, K., Alvero, A., Bucklin, B. R., & Dickinson, A. M. (1999). *Development of a behavior based safety system at a Fortune 500 Production and Warehousing Facility.* Presented at the annual conference of the Association for Behavior Analysis: International, Chicago, IL, May.
- Dickinson, A. M., & Sikora, D. (1999). *Applying Rummel & Brache's: Improving Performance: the Development of the ABA Bookstore.* Presented at the joint conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, January, Palm Coast, FL.
- Dickinson, A. M., & VanAssche, P. A. (1998). *The ABCs of Behavior-based safety programs.* Presented at the annual conference of the West Michigan Safety Council, Kalamazoo, MI, October.
- Honeywell, J. A., & Dickinson, A. M. (1998). *Effects of individual and group pay contingencies on individual performance.* Presented at the annual conference of the Association for Behavior Analysis: International, Orlando, FL, May.
- Bucklin, B. R., & Dickinson, A. M. (1998). *The effects of fluency vs. accuracy-only training on application and retention.* Presented at the annual conference of the Association for Behavior Analysis: International, Orlando, FL, May.
- Dickinson, A. M. (1998). *Undergraduate and graduate training opportunities in Organizational Behavior Management at Western Michigan University.* Presented at the annual conference of the Association for Behavior Analysis: International, Orlando, FL, May.
- Jaehnig, W. J., Sikora, D., Malott, M.E., & Dickinson, A. M. (1998). *The development of the Association for Behavior Analysis Convention Store: Training students to do behavioral systems analysis.* Presented at the annual conference of the Association for Behavior Analysis: International, Orlando, FL, May.
- Dickinson, A. M., Malott, M. E., Sikora, D., & Jaehnig, W. (1998). *Behavioral Systems Analysis: Linking organizational goals, work processes, and performance management.* Presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.
- Kerr, C. L., Bagge, S., & Dickinson, A. M. (1998). *The development and implementation of an objective measurement system for a press operator.* Presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.
- Dickinson, A. M., & VanAssche, P. A. (1997). *What behavior-based safety programs can do for your company.* Presented at the annual conference of the West Michigan Safety Council, Kalamazoo, MI, October.
- Dickinson, A. M. (1997). *Making money the old-fashioned way: Earning it.* Presented at the annual conference of the Association for Behavior Analysis, Chicago, IL, May.
- Dickinson, A. M., & Grindle, A. C. (1997). *Safety -- What's behavior got to do with it? Behavior-based safety reward programs.* Presented at the annual Michigan State Safety Conference, Lansing, MI, April.

- Dickinson, A. M. (1997). *Individual monetary incentives: Does the amount make a difference at work?* Presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.
- Dickinson, A. M., & Matthews, G. A. (1997). *The effects of the percentage of incentive pay on productivity and quality: One more time!* Presented at the joint conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, January, Daytona Beach, FL.
- Dickinson, A. M., Keller, J., Grindle, A. C., & McGowan, C. (1996). *Behavior-based safety reward programs.* Presented at the annual conference of the West Michigan Safety Council, Kalamazoo, MI, November.
- Dickinson, A. M. (1996). *Advanced systems analysis: A learning experience.* Presented at the annual conference of the Association for Behavior Analysis, San Francisco, CA, May.
- Grindle, A. C., & Dickinson, A. M. (1996). *The development of a behavioral safety program.* Presented at the annual conference of the Association for Behavior Analysis, San Francisco, CA, May.
- Grindle, A., C., & Dickinson, A. M., & Huitema, B. (1996). *The effects of fluency level on retention.* Presented at the annual conference of the Association for Behavior Analysis, San Francisco, CA, May.
- Matthews, G. A., Dickinson, A. M. (1996). *A computerized simulation to examine the effects of different percentages of pay on productivity.* Presented at the annual conference of the Association for Behavior Analysis, San Francisco, CA, May.
- Dickinson, A. M. (1995). *Coming of age in Organizational Behavior Management: A celebration of celebrities.* Presented at the annual conference of the Association for Behavior Analysis, Washington, D.C., May.
- Honeywell, J. A., & Dickinson, A. M. (1995). *Individual performance as a function of individual and group pay contingencies.* Presented at the annual conference of the Association for Behavior Analysis, Washington, D. C., May.
- Honeywell, J. A., Nolan, T., & Dickinson, A. M. (1995). *March madness: Performance management applied to university admissions staff.* Presented at the annual conference of the Association for Behavior Analysis, Washington, D. C., May.
- Dickinson, A. M. (1995). *What's it all about Alfie? A reply to Alfie Kohn's (1993) Punished by Rewards.* Presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.
- Dickinson, A. M. (1995). *Newcomer's track: The Organizational Behavior Network - what and who you should know.* Presented at the joint conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, February, Tampa, FL.
- Dickinson, A. M. (1994). *From lab to application: Does the strength of the relationship between pay and performance matter?* Presented at the annual conference of the South-Eastern Association for Behavior Analysis, Savannah, GA, October.

- Dickinson, A. M. (1994). *From lab to application: Does the strength of the relationship between pay and performance matter?* Presented at the Department of Psychology colloquia series, Western Michigan University, Kalamazoo, MI, October.
- Dickinson, A. M. (1994). *Rewards and punishment: A fine distinction.* Presented at the annual conference of the Association for Behavior Analysis, Atlanta, GA, May.
- Henry, G., Dickinson, A. M., & Redmon, W. K. (1994). *Use of the signal detection payoff matrix to incent attending at work: When the cat's away, the mice will sleep.* Presented at the annual conference of the Association for Behavior Analysis, Atlanta, GA, May.
- Sundby, S., & Dickinson, A. M. (1994). *Evaluation of a computer simulation to assess subject preference for different types of incentive pay.* Presented at the annual conference of the Association for Behavior Analysis, Atlanta, GA, May.
- Dickinson, A. M., & Poling, A. D. (1993). *Schedules of monetary reinforcement in Organizational Behavior Management: Latham and Huber (1992) revisited.* Presented at the annual conference of the Association for Behavior Analysis, Chicago, IL, May.
- Dickinson, A. M. (1993). *Percentages, incentives, and productivity: A review of the results.* Presented at the biannual meeting of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, St. Petersburg, FL, January.
- Agnew, J. L., Dickinson, A. M., Acker, L. E., & Cronin, K. M. (1992). *The supplemental effects of feedback on work performance under a monetary incentive system.* Presented at the annual conference of the Association for Behavior Analysis, Atlanta, GA., May.
- Dickinson, A. M., LaMere, J. M., & Biby, M. (1991). *The effects of monetary incentives on the performance of truck drivers.* Presented at the annual conference of the Association for Behavior Analysis, Atlanta, GA., May.
- Gillette, K. L., & Dickinson, A. M. (1991). *A comparison of the effects of piece-work pay and base pay plus incentives on work productivity: A laboratory simulation.* Presented at the annual conference of the Association for Behavior Analysis, Atlanta, GA., May.
- Dickinson, A. M. & LaMere, J. (1991). *The anatomy of a monetary incentive system.* Presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.
- Dickinson, A. M. (1991). *The effects of a monetary incentive system on the performance of roll-off truck drivers.* Presented at the Northern California Association for Behavior Analysis, Oakland, CA, March.
- Dickinson, A. M. (1991). *The role of simulations: Can the laboratory teach us to pay for performance?* Presented at the conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, Clearwater Beach, FL, January.
- Dickinson, A. M. & Oah, S. (1990). *A comparison of the effects of an accelerated and a linear performance-pay function on work productivity.* Presented at the annual conference of the Association for Behavior Analysis, Nashville, TN, May.
- Dickinson, A. M. (1990). *Nontraditional pay-for-performance systems: Rationales and results.* Presented at the annual conference of the Association for Behavior Analysis, Nashville, TN, May.

- Skaggs, K., & Dickinson, A. M. (1990). *The use of concurrent schedules to evaluate the effects of extrinsic reinforcement on "intrinsic motivation": A replication.* Presented at the annual conference of the Association for Behavior Analysis, Nashville, TN, May.
- Genaidy, A., Al-Rayes, & Dickinson, A. M. (1990). *An ergonomic study of the effect of task frequency on work-rest schedules.* Presented at the annual Industrial Ergonomics and Safety Conference, Montreal, Quebec, Canada, June.
- Dickinson, A. M. (1990). *Nontraditional pay systems: A comparison of objectives and results.* Presented at the annual conference of the Northern California Association for Behavior Analysis, San Francisco, CA, March.
- Dickinson, A. M. (1990). *Pay for performance systems: An analysis of objectives and results.* Presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.
- Oah, S., Dickinson, A. M., & Michael, J. (1989). *The development of a simulation to examine worker preference for monetary incentive systems.* Presented at the annual conference of the Association for Behavior Analysis, May, Milwaukee, WI.
- Dickinson, A. M., & Frisch, C. (1989). *Worker Productivity as a Function of the Percentage of Incentives to Base Pay.* Presented at the annual meeting of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, St. Petersburg, FL., February.
- Dickinson, A. M. (1989). *The Effects of monetary incentives on work productivity.* Department of Psychology colloquium, Western Michigan University, Kalamazoo, MI, March.
- Dickinson, A. M. (1989). *An operant analysis of the Hawthorne Effect.* Presented at the annual meeting of the Behavior Analysis Association of Michigan, Ypsilanti, MI., April.
- Dickinson, A. M., & Stoneman, K. (1988). *Individual Performance as a Function of Group Monetary Incentives and Group Size.* Presented at the meeting of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, St. Petersburg, FL., January.
- Dickinson, A. M. (1988). *Promoting Employee Productivity with Monetary Incentives: Successes and Controversies.* Presented at the annual meeting of the Behavior Analysis Association of Michigan, Ypsilanti, MI., March.
- Dickinson, A. M. (1988). *Promoting Employee Productivity with Monetary Incentives: Current Controversies.* Presented at the annual conference of the Association for Behavior Analysis, Philadelphia, PA, May.
- LaMere, J., & Dickinson, A. M. (1988). *The Effects of Extrinsic Reinforcement on Intrinsic and Extrinsic Motivation.* Presented at the annual conference of the Association for Behavior Analysis, Philadelphia, PA, May.
- Stoneman, K., & Dickinson, A. M. (1988). *The Effects of Group Monetary Incentives on Individual Performance.* Presented at the annual conference of the Association for Behavior Analysis, Philadelphia, PA, May.

- Dickinson, A. M. (1988). *Past, Present and Future Personnel Policies in Mental Health Organizations*. Presented at the annual conference of the Upper Michigan Community Mental Health Services Boards, Mackinac Island, MI, June.
- Dickinson, A. M. (1987). *Current Issues in Organizational Behavior Management*. Presented at the annual meeting of the Northern California Association for Behavior Analysis, San Mateo, CA.
- Dickinson, A. M. (1987). *The Hidden Costs of Reinforcement on Intrinsic Interest: Fact or Artifact?* Presented at the annual meeting of the Northern California Association for Behavior Analysis, San Mateo, CA.
- Dickinson, A. M. (1987). *Techniques for Making Poor Performance Good and Good Performance Better*. Presented at the annual conference of Productivity Development Systems, Tampa, FL.
- Dickinson, A. M. (1987). *Bridging the Gap Between Technology and Research: Monetary Incentive Programs*. Presented at the annual conference of Productivity Development Systems, Tampa, FL.
- Dickinson, A. M. (1986). *The Hidden Costs of Reinforcement: Fact or Artifact?* Presented at the meeting for the Association for Behavior Analysis, Milwaukee, WI., May.
- Dickinson, A. M. (1986). *The Effects of Reward on Intrinsic Interest: A Behavioral Perspective*. Presented at the University of Arkansas at Little Rock, AR., April.
- Dickinson, A. M. (1986). *The Effects of Reward and Reinforcement on Intrinsic Interest*. Western Michigan University Departmental colloquium, Kalamazoo, MI., February.
- Dickinson, A. M. (1983). Panel discussion on the certification of organizational behavior management practitioners. Presented at the annual meeting of the Association for Behavior Analysis, Milwaukee, WI., May.
- Richman, D. R., O'Brien, R. M. and Dickinson, A. M. (1979). *Comparison of Cognitive and Behavioral Techniques in Job Finding*. Paper presented at the annual meeting of the Association for Behavior Analysis, Dearborn, MI., May.

## **WORKSHOPS**

- Dickinson, A. M. (2002). *Alternative service delivery strategic planning session: System design and goal development*. 7-hour workshop presented to the Capacity Building Initiative Task Force, area public school systems, Kalamazoo, MI, June.
- Dickinson, A. M. (1996). *A research potpourri: The effectiveness and value of consequences*. A 2 1/2 hour workshop presented at the Continuing Education Conference sponsored by Aubrey Daniels & Associates, Atlanta, GA.
- Dickinson, A. M. (1993). *The ABCs of safety*. Workshop presented at Lear Plastics Corporation, Mendon, MI., July.
- Dickinson, A. M. (1992). *Individual monetary incentive systems: The good, the bad and the ugly. Results from the laboratory*. Workshop presented at the Advanced Training Seminar of Aubrey Daniels & Associates (business consultants), March.

Dickinson, A. M. (1990). *Testing in the employee selection process*. Workshop for the Kalamazoo Human Resource Management Association, Kalamazoo, MI, April.

Michael, J. L. & Dickinson, A. M. (1985). *Organizational Behavior Management: Application to Human Service Settings*. Workshop presented at the Upper Peninsula Mental Health Conference, Copper Harbor, MI., June.

**CLASSROOM TEACHING:** Summarized from 1984-2009.

Course	Number of Times Offered	Average Enrollment	Average Course Evaluations (1-5 scale, 5 top rating)
Psychology of Work (G)	21	15	4.75
Personnel Selection (G)	15	15	4.77
Systems Analysis Practicum (G)	9	15	4.87
Training and Development (G)	1	21	4.62
Survey of Applied Behavior Analysis Research (UG)	34	50	4.73
Organizational Psychology (UG)	19	54	4.52

## **PRACTICUM AND RESEARCH SUPERVISION**

**Graduate:** 88 individualized practica. Projects have included the development of safety programs, monetary incentive programs, employee feedback and reward systems, work measurement systems, system analyses, training programs and workshops, web based training materials, personnel selection measures, wage and salary analyses, revision of the student application process for a community college, and an outcome based measurement system to evaluate clinical client progress.

28 independent research studies. Students served as research assistants for my doctoral and master's students.

**Undergraduate** 63 individualized organizational psychology practica. Initiated an undergraduate practicum program at a local hospital in environmental safety (four students per semester). Others worked with my graduate students, helping them with the projects listed above. Other projects have included the comparison of two reward systems on employee attendance and tardiness, analysis and revision of the compensation system for a print shop of a manufacturing firm, and development of training materials.

11 individualized animal training practica. Students worked with a behavioral animal trainer in Kalamazoo, MI.

93 independent research studies. Students served as research assistants for my doctoral and master's students.

**AWARDS**

- 2002 Fellow, Division 25, Experimental Analysis of Behavior, American Psychological Association.
- 2000 Teaching Excellence Award, Western Michigan University's Alumni Association.
- 1997 Presidential Stipend in recognition of teaching accomplishments, Western Michigan University.
- 1995 Outstanding Contributions Award in Organizational Behavior Management Network: awarded by the Organizational Behavior Management Network, a special interest group affiliated with the Association for Behavior Analysis.
- 1995 Dean's Appreciation Award for advancing the teaching and research goals of the College of Arts and Sciences, Western Michigan University.

**PROFESSIONAL ACTIVITIES****Editorial Activities**

- 1991-2007 Associate Editor, *Journal of Organizational Behavior Management*
- 2008-Current Editorial Board, *Journal of Organizational Behavior Management*,
- 2006-2009 Editorial Board, *The Behavior Analyst*
- 2005-2006 Guest Reviewer, *The Behavior Analyst*
- 2002-2004 Editorial Board, *The Behavior Analyst*
- 2002-2003 Protocol Reviewer for the National Institute on Drug Abuse
- 2000-2001 Guest Reviewer, *The Behavior Analyst*
- 1995-1996 Editorial Board, *Journal of Applied Behavior Analysis*
- 1995-1996 Guest Reviewer, *The American Psychologist*
- 1993-1994 Guest Reviewer, *The Behavior Analyst*
- 1990-1992 Editorial Board, *The Behavior Analyst*
- 1988-1990 Editorial Board, *Journal of Organizational Behavior Management*,
- 1989-1991 Director and Reviewer, Organizational Behavior Management Network Small Grants Program

**Professional Organizations**

- 1974-present Association for Behavior Analysis: International; Program committee 1984 - 1987.
- 2005-2006 Accreditation Board, Association for Behavior Analysis
- 1998-present American Psychological Association
- 1999-present International Society for Performance Improvement

1998-present	Division 25, Experimental Analysis of Behavior, American Psychological Association
1998-present	Society for Industrial/Organizational Psychology
1987-present	Organizational Behavior Management Network Advisory Board, 2000-present, Director 1991-1993. Co-program chair for conferences held in 1995, 1993, 1991, 1989. Program chair for conference held in 1994. Director of the small grant program 1989 - 1991.
1998-1999	President, Behavior Analysis Association of Michigan
1984 - present	Behavior Analysis Association of Michigan

## **UNIVERSITY AND DEPARTMENTAL COMMITTEES**

### **University Committees**

2005-2007	Distinguished Teaching Award Committee
1998-2001	Curriculum committee for the Human Resources Institute
1997	Dean's Task Force on the development of a Human Resources Institute
1998-1999	Member, Faculty Search Committee for the Counselor Education and Counseling Psychology Department, WMU, for a faculty member in the Human Resources program.
1994-1995	College of Arts and Sciences Promotion Committee
1990-1993	Research Screening Committee for WMU's internal faculty grant program. This Committee consists of nine individuals: I served on the three-person quantitative sciences subcommittee, and chaired the subcommittee in 1992-1993.
1989-1990	WMU Human Subjects Institutional Review Board
1987-1989	Graduate College Awards and Fellowship Committee
1985	College of Arts and Sciences Speaker Committee.

### **Departmental Committees**

1992-present	Faculty Executive Committee Chair, 2000-2003 and 1993-1995
1990-present	Tenure and Promotion Committee Chair, 2005-2006, 2002-2003, 1999-2000
1985-present	Industrial/Organizational Psychology Program Committee Director 1985 - 1993; 1995 - present
2008-2009	Chair, Industrial/Organizational Psychology Search Committee
2008-2009	Undergraduate Training Committee
2002-2003	Chair, Industrial/Organizational Psychology Search Committee

2001-2002	Chair, Faculty Search Committee - conducted searches for two faculty
2000-2001	Co-Chair, Faculty Search Committee - conducted a search for one faculty
1999-2000	Co-Chair, Faculty Search Committee - conducted a search for one faculty
1998-1999	Co-chair, Faculty Search Committee - conducted searches for two faculty
1997-1998	Chair, Faculty Search Committee - conducted searches for two faculty
1996-1997	Chair, Faculty Search Committee - conducted searches for three faculty positions.
1995-1996	Chair, Faculty Search Committee - conducted searches for two faculty positions.
1994-1995	Chair, Faculty Search Committee - conducted searches for three positions.
1993-1994	Chair, Search Committee for Departmental Chairperson
1993-1996	Merit Appeals Committee
1985-1992	Departmental Graduate Training Committee
1986, 1989-1991	Chair, Departmental Student Award Committee: organized and arranged for the presentation of six awards and scholarships to undergraduate and graduate students.
1990-1991	Search Committee for Departmental Chairperson
1989-1990	Search Committee for Departmental Chairperson
1987, 1988, 1991	Departmental Merit Award Committee

## **STUDENT DISSERTATIONS, THESES AND PROJECTS**

### **Dissertations chaired**

Johnson, D. A. (2009). *When self-pacing goes wrong: A comparison of two methods for reducing computer-based racing.*

Fante, R. M. (2008). *A comparison of three training methods on the acquisition and retention of automotive product knowledge.*

Slowiak, J. M. (2008). *Self-solicited feedback: Effects of hourly pay and individual monetary incentive pay.*

Jaehnig, W. (2006). *Audio narration and reading ability in programmed instruction.*

Culig, K. M. (2005). *The effects of individual incentives with individual feedback and group incentives with group feedback on high performance.*

McGee, H. M. (2004). *The effects of individual and group incentives on high performance.*

Bucklin, B. R. (2000). *The supplemental effects of feedback on productivity under individual monetary incentives.*

Honeywell-Johnson, J. A. (1997). *Differential effects of individual and group pay contingencies on individual performance.*

Matthews, G. A. (1997). *Effects of alternative activities on productivity under different percentages of incentive pay.*

Frisch, C. J. (1996). *Worker productivity as a function of the percentage of monetary incentives to base pay.*

DeVries, J. (1994). *The effects of systems-centered and individual-centered training on the identification of organizational problems.*

Henry, G. (1994). *The effects of a monetary bonus and penalty system on the performance of a simple monitoring task.*

LaMere, J. (1993). *The effects of a monetary incentive system on the performance of roll-off truck drivers.*

Agnew, J. (1991). *The supplemental effects of feedback on work performance under a monetary incentive system.* (J. Agnew as a visiting scholar - I did not chair her committee, although I did direct the dissertation research).

Oah, S. (1990). *A comparison of the effects of a linear and an exponential performance-pay function on work productivity.*

### **Theses chaired**

Rantz, W. G. (2007). *The effects of feedback on the accuracy of completing flight checklists.*

Hwang, H. (2007). *The effects of individual and social comparison feedback when individuals earn monetary incentives.*

Manes, B. J. (2006). *A market analysis of consumer behavior for companies in a self-insurance group.*

Johnson, D. (2005). *The effects of hourly pay and individual monetary incentive pay with and without feedback.*

McGee, H. M. (2003). *The effects of individual and group monetary incentives on high and low performance.*

Bucklin, B. (1998). *The effects of fluency vs. accuracy-only training on application and retention.*

- Grindle, A. (1996). *The effects of fluency level on retention.*
- Honeywell, J. (1995). *Individual performance as a function of individual and group pay contingencies.*
- Sundby, S. (1994). *Evaluation of a computer simulation to assess subject preference for different types of incentive pay.*
- Methot, L. (1993). *Effective supervision in community-based services for the developmentally disabled.*
- Gillette, K. L. (1991). *A comparison of the effects of two individual monetary incentive systems on work productivity: piece-work pay versus base pay plus incentives.*
- O'Connor, K. A. (1991). *The effects of quality contingent extrinsic rewards on intrinsic motivation.*
- Polley, D. F. (1991). *The effects of a performance-based lottery system on accident reduction in the Kalamazoo Office of the United States Postal Service.*
- Oah, S. (1989). *The effects of monthly expenses on worker choice of the percentage of incentive pay to total expected pay: A simulation.*
- Stoneman, K. G. (1988). *Individual performance as a function of individual incentives, group incentives, and group size.*
- Gribler, B. (1987). *The effects of the magnitude of extrinsic reinforcement on intrinsic interest: An experimental analysis.*
- Ungsrithong, D. (1987). *The effects of mechanically-delivered and human-delivered extrinsic reinforcement on intrinsic interest.*
- Barnum, M. (1986). *The validation of employee-peer evaluations.*

### **Master's practicum and project students**

- Holtz, Erika (2009). Practicum student.
- Holtman, J. (2009). *Growing performance: A training program based on Gilbert's Behavior Engineering Model.*
- Yarling, K. (2006). *The development and implementation of an undergraduate practicum at Bronson Methodist Hospital.*
- Puertos, G. (2006). *The influence of safety management practices on the effectiveness of video training.*

- Jaehnig, W. (2003). *Development of computer-based programmed instruction.*
- Skogsberg, G. (2003). *Improving work performance through industrial/organizational psychology methods.*
- Broekhuizen, D. (2003). *Improving performance using behavior systems analysis.*
- McFadden, L. (2003). *Development and evaluation of an HPT project to improve performance.*
- DeNeff, M. (2002). *The redesign of an organizational system.*
- Langenburg, D. (1999). *Aligning HR Approaches: Competency-based modeling for positions within the W. K. Kellogg Foundation.*
- Vedmore, K. (1998). *Identifying best practices for training deliver and evaluation: A benchmark study.*
- Hammer-Kehoe, J. (1998). *Documentation and revision of the graduate application process for a large midwestern university.*
- Van Assche, P. A. (1997). *Behaviorally engineered safety technology: The "Best" safety system safety assessment.*
- Keller, J. (1996). *Toward a safety reward program for injection molding press operators: Assessment of behaviors and conditions that lead to safety, the design of a safety reward program, and an analysis of costs/benefits.*
- Garnier, L. (1996). *Evaluation of an attendance improvement program in a plastics industry.*
- Kotorak, J. (1994). *Examination of gender discrimination in evaluations of faculty descriptions by graduate students.*
- Brown, J. (1991). *Systems analysis and reorganization of three academic units.*
- Nolan, L. (1991). *Job analysis, task analysis, and the design of skill training programs for six technical positions at a nuclear power plant.*
- Kopp, K. (1991). *Development of job aids and a training program to guide operator performance for two pieces of equipment in a manufacturing organization.*
- Lignell, D. (1989). *The development, implementation and evaluation of a managerial workshop in a service industry.*
- Gillenwater (1989). *An evaluation of the effects of shift rotation on employee satisfaction and productivity.*
- Brown, R. (1987). *The evaluation of a clerical in-service training program.*

Hamlin, J. (1987). *The development of an employee handbook.*

**Human Performance Technology Certificate advisees** (18 hour graduate program)

Laraway, S. (2002)

Colin, W. (2002)

Eikenhout-Depue, K. (2002)