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EDUCATIONAL HISTORY

Post-Doctoral Training, August 1998 – July 1999

National Institute on Aging, Post-Doctoral Research Fellowship
Andrus Gerontology Center, University of Southern California, Los Angeles, CA
Preceptor: [Eileen M. Crimmins](#), Ph.D.

Doctor of Philosophy, 1992, Wayne State University, Detroit, Michigan

MAJOR: Industrial and Organizational Psychology

MINOR: Program Evaluation

ADVISOR: [Lois Tetrick](#), Ph.D.

DOCTORAL DISSERTATION: A comparison of biodata and personality measures as indicators of latent personal constructs and as predictors of job relevant criteria [Dissertation Abstracts International, B - The Sciences and Engineering, vol. 53, no. 12, June 1993, p. 6600-B, Order Number DA9310723]

Master of Arts, 1987, Wayne State University, Detroit, Michigan

MAJOR: Industrial and Organizational Psychology

MINOR: Program Evaluation

ADVISOR: Lynn Anderson, Ph.D. (deceased)

MASTERS THESIS: Attributions for the success and failure of men and women in leadership positions

Bachelor of Arts (Magna Cum Laude), 1984, The State University of New York (SUNY), College of Arts and Sciences at Potsdam, Potsdam, New York

MAJOR: Psychology (with honors)

MINOR: Industrial and Labor Relations

HONORS THESIS: Trends in attitudes and behaviors concerning alcohol: College students and their parents

ACADEMIC/TEACHING EXPERIENCE

Sept 2001 - **Professor of Psychology** (tenured)

Present California State University, San Bernardino, [Department of Psychology](#)

Teach classes in Industrial and Organizational psychology at the undergraduate and graduate (Master's) level. Also teach courses in the core undergraduate (Statistics, Research Methods, Psychological Testing) and graduate (Statistics, Psychometrics) levels. Conduct research, and serve on theses, department, school, and university wide committees.

Aug 2014 – **Local Principal Investigator (PI) for [Project COPE](#)**

June 2015 California State University, San Bernardino, College of Social and Behavioral Sciences

Took over as local principal investigator for a multi-million dollar NIA grant investigating the effects of various training methods on custodial grandmothers coping ability over time across four locations in the United States.

Aug 2014 – **Interim Director, CSUSB [Center on Aging](#)**

July 2016 California State University, San Bernardino, College of Social and Behavioral Sciences

Serving as Interim Director of the CSUSB Center on Aging for AY 2014-15 and possibly AY 2015-16.

March 2012 - **Executive Committee Member, Center on Aging**

Present California State University, San Bernardino, College of Social and Behavioral Sciences

Serve as an Executive Committee member to the Center on Aging at CSUSB.

April 2007 - **Core Faculty Member, [Doctoral Program in Educational Leadership](#)**

Aug 2011 California State University, San Bernardino, College of Education

Served on the selection and evaluation committee for doctoral students for the EdD program.

Sept 1997 - **Associate Professor** (tenured)

Aug 2001 California State University, San Bernardino, Department of Psychology

Taught classes in Industrial and Organizational psychology at the undergraduate and graduate (Master's) level. Also taught courses in the core undergraduate (Statistics, Research Methods, Psychological Testing) and graduate (Statistics, Psychometrics) levels. Conducted research, served on theses, department, school, and university wide committees.

Aug. 1998 - **Postdoctoral Fellow** (*funded by the National Institute on Aging*)
July 1999 University of Southern California, [Ethel Percy Andrus Gerontology Center](#)

I served as a NIA sponsored postdoctoral fellow at the Andrus Gerontology Center at USC during a one-year sabbatical leave from CSUSB. Working with Dr. Eileen Crimmins (as preceptor), my research and scholarship during the sabbatical/fellowship year focused on an interdisciplinary approach to the study of retirement related behaviors. I attended seminars and classes at USC, and carried out secondary analysis on several large-scale longitudinal databases (e.g., the Health and Retirement Study and the Americans' Changing Lives) and engaged in related scholarly activities.

9/96-8/98 & - **Director, Master of Science Program in I/O Psychology**
9/02-8/04 & California State University, San Bernardino, Department of Psychology
9/10-8/12

Directed the master's of science program in Industrial/Organizational psychology. This included coordinating student recruitment and retention efforts, guiding curriculum changes and updates, and carrying out other administrative duties related to the position. As director, I also served on the Department's Graduate Program Committee and the University wide, Graduate Council.

Sept. 1992 - **Assistant Professor** (tenure track)
Aug. 1997 California State University, San Bernardino, Department of Psychology

Taught classes in I/O psychology at the undergraduate and graduate (Master's) level. Also taught courses in the core undergraduate (Statistics, Research Methods, Psychological Testing) and graduate (Statistics, Psychometrics) levels. Conducted research, served on theses, department, school, and university wide committees.

Jan. 1988 - **Instructor**
Mar. 1988 DePaul University, [Department of Psychology](#)

Instructor of an upper division class in Personnel Psychology (1 quarter) covering the topic areas of legal issues in personnel psychology, job analysis & criterion development, performance evaluation, validity and methodological issues, and selection techniques.

Sept. 1984 - **Graduate Teaching Assistant and Instructor**
Aug. 1987 Wayne State University, [Department of Psychology](#) and [School of Business](#)

Served as a teaching assistant for Introductory Psychology (1 semester), Research Methods (3 semesters), and Statistics (3 semesters). Served as an instructor of Introductory Psychology (1 semester), Research Methods (1 semester), and Industrial and Organizational Psychology (2 semesters). Also taught a class in Business Statistics (2 semesters) for the School of Business Administration.

Jan. 1983 - **Undergraduate Teaching Assistant**

May 1984 The State University of New York, College at Potsdam, [Department of Psychology](#)

Assisted professors of Introductory Psychology (1 semester), Experimental Methods (1 semester), and Statistics (3 semesters). Tutored students, taught lab sections, and graded homework assignments and examinations.

APPLIED PROFESSIONAL EXPERIENCE

Dec. 1988 - **Personnel Research Analyst**

Aug. 1992 City of Los Angeles, Los Angeles, CA, [Personnel Department](#)

Conducted numerous content and criterion-related test validation studies. Completed survey research and program evaluation projects. Performed statistical analyses using SAS/PC and SAS mainframe. Served as project coordinator for an evaluation of on-site child care and an evaluation of the recruitment, selection, training, and retention of first-level supervisors. Completed a large scale project on the physical requirements of City jobs resulting in a standardized procedure to study and develop civil service examinations for physically demanding jobs.

Nov. 1987 - **Selection Systems Consultant** (contract basis)

July 1988 United Airlines, Chicago, IL, Personnel Department

Conducted a predictive validity study of the selection of Customer Service Representatives. Was responsible for overseeing all data analysis and data base management. Developed a structured interview, training manuals, and other assessment procedures. Conducted an evaluation of the selection of Reservation Sales Representatives (i.e., adverse impact analysis, appropriateness of cut-off scores). Prepared technical, executive, and Equal Employment Opportunity (EEO) reports.

May 1987 - **Human Resources Intern**

Aug. 1987 UNISYS, Detroit, MI, Personnel Department

Worked on corporate succession planning for the financial systems division, which included updating the career planning and pathing system. Also worked with experienced hire program in order to determine educational and experiential factors in selecting computer sales persons. Performed salary planning and administration, assisted in determining annual salary roles and performance incentives.

June 1986 - **Consultant** (contract basis)

March 1987 Consulting Psychologists, Inc., West Bloomfield, MI

Consulted with Ford Motor Company, Heavy Truck Operations Division. Performed both quantitative and qualitative data analysis and interpretation of the assessment of training needs for the entire division. Helped prepare technical reports. Also

consulted with Ford Motor Company, Light Truck Operations Division. Performed content analysis and interpretation for a large scale assessment of training needs for the entire division.

March 1985 - **Research Associate** (contract basis)

March 1986 The Sullivan Group, Inc., Detroit, MI

Assignments included the collection, audit, and analysis of the firm's national survey of the direct and indirect compensation provided to health-care management personnel. Also instrumental in the design, collection, and audit of pay survey data for client organizations. Other related research and analysis for the firm included the preparation of job descriptions, research on trends and developments in the human resources field, and the development of results oriented performance plans. Also helped in the development and evaluation of a computer based structured job analysis questionnaire for job evaluation purposes.

CONSULTANTSHIPS

Served as an expert consultant on a popular press book on retirement for the publisher Dorling-Kindersley (DK) providing relevant content for the writer and reviewing the final page proofs for accuracy and appropriateness.

Served as an expert witness in an employment discrimination case regarding the legality of using a color vision test for the selection of Welfare Fraud Investigators (a POST certified position).

Served as a paid rater for an Assessment Center for senior level managers for Southern California Edison.

Provided paid statistical and technical consultation to the City of Riverside for a large job classification study. Approximately 40 hours of consultation over a several week period.

Confidentially reviewed an Ontario, CA employer's loss prevention program and made oral recommendations regarding possible remedies. This was an unpaid consultancy.

Provided unpaid consultation to the City of Los Angeles' Personnel Department regarding their hiring of an Organizational Psychologist

United Airlines (paid) - served as a consultant on several personnel selection projects from November 1987 to July 1988.

Ford Motor Co. (paid) - served as a consultant performing content and statistical data analysis expertise for a Training Needs Assessment for two large truck divisions from June 1986 to March 1987.

REFEREED JOURNAL PUBLICATIONS (listed in reverse chronological order)

Note: * denotes student coauthor

48. Jeske, D., & Shultz, K. (2016). Using social media content for screening in recruitment and selection: pros and cons. *Work, Employment & Society*, 30(3), 535-546. doi: 10.1177/0950017015613746
47. Pundt, L., Wöhrmann, A.M., Deller, J., & **Shultz, K.S.** (2015). Differential predictors of post-retirement life and work satisfaction. *Journal of Managerial Psychology*, 30, 216-231. doi: 10.1108/JMP-08-2012-0250
46. *Kordbacheh, N., **Shultz, K.**, & Olson, D.A. (2014). Engaging mid and late career employees: The relationship between age and employee engagement, intrinsic motivation, and meaningfulness. *Journal of Organizational Psychology*, 14 (1), 11-25.
45. Kottke, J.L., *Valencia, L.A., & **Shultz, K.S.** (2013). Using a simulated selection interview as a final examination in a graduate personnel selection class. *Psychology Learning and Teaching*, 12, 290-296. Doi: dx.doi.org/10.2304.plat.2013.12.3.290
44. Olson, D.A., & **Shultz, K.S.** (2013). Employability and career success: The need for comprehensive definitions of career success. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 17-20. doi: 1754-9426/13
43. Olson, D.A., Liu, J., & **Shultz, K.S.** (2012). The influence of Facebook usage on perceptions of social support, personal efficacy, and life satisfaction. *Journal of Organizational Psychology*, 12 (3/4), 133-144.
42. **Shultz, K.S.**, Olson, D.A., & Wang, M. (2011). Overqualified employees: Perspectives of older workers. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 247-249. doi: 17549426/11
41. **Shultz, K.S.**, & Wang, M. (2011). Psychological perspectives on the changing nature of retirement. *American Psychologist*, 66, 170-179. doi: 10.1037/a0022411
40. Kottke, J.L., Olson, D.A., & **Shultz, K.S.** (2010). The Devil is in the Details: A Comment on What Might This Be? Rediscovering the Rorschach as a Tool for Personnel Selection in Organizations (Del Guidice, 2010). *Journal of Personality Assessment*, 92,610-612. doi: 10.1080/00223891.2010.513313
39. *Pengcharoen, C., & **Shultz, K.S.** (2010). The influences on bridge employment decisions. *International Journal of Manpower*, 31, 322-336. doi: 10.1108/01437721011050602
38. **Shultz, K.S.**, & Henkens, K. (2010). Introduction to the changing nature of retirement. *International Journal of Manpower*, 31, 265-270. doi: 10.1108/01437721011050567
37. **Shultz, K.S.**, Wang, M., & Olson, D.A. (2010). Role overload and underload in relation to occupational stress and health. *Stress and Health*, 26, 99-111. DOI: 10.1002/smi.1268

36. **Shultz, K.S.**, Wang, M., Crimmins, E., & Fisher, G.F. (2010). Age Differences in the Demand-Control Model of Work Stress: An Examination of Data from 15 European Countries. *Journal of Applied Gerontology*, 29, 21-47. DOI: 10.1177/0733464809334286
35. Wang, M., & **Shultz, K.S.** (2010). Employee retirement: A review and recommendations for future investigation. *Journal of Management*, 36, 172-206. DOI: 10.1177/0149206309347957
34. *Forsberg, A.M., & **Shultz, K.S.** (2009). Perceived fairness of a background information form and job knowledge test. *Public Personnel Management*, 38 (1), 33-46.
33. *Styers, B.A., & **Shultz, K.S.** (2009). Perceived reasonableness of employment testing accommodations for persons with disabilities. *Public Personnel Management*, 38 (3), 119-140.
32. von Bonsdorff, M.E., **Shultz, K.S.**, Leskinen, E., & Tansky, J. (2009). The choice between retirement and bridge employment: A continuity theory and life course perspective. *International Journal of Aging and Human Development*, 69, 79-100. DOI: 10.2190/AG.69.2.a
31. *Zhan, Y., Wang, M., *Liu, S., & **Shultz, K.S.** (2009). Bridge employment and retirees' health: A longitudinal investigation. *Journal of Occupational Health Psychology*, 14, 374-389. doi: 10.1037/a0015285
30. *Madvig, T.L., & **Shultz, K.S.** (2008). Modeling individual's post-retirement behaviors toward their former organization. *Journal of Workplace Behavioral Health*, 23 (1&2), 17-49. doi: 10.1080/155552408021883822
29. Wang, M., *Zhan, Y., *Liu, S., & **Shultz, K.S.** (2008). Antecedents of bridge employment: A longitudinal investigation. *Journal of Applied Psychology*, 93, 818-830. doi: 10.1037/0021-9010.93.4.818
28. *Loi, J.L.P., & **Shultz, K.S.** (2007). Why older adults seek employment: Differing motivations among subgroups. *Journal of Applied Gerontology*, 26, 274-289. doi: 10.1177/0733464807301087
27. **Shultz, K.S.**, & Wang, M. (2007). The influence of specific physical health conditions on retirement decisions. *International Journal of Aging and Human Development*, 65, 149-161. doi: 10.2190/AG.65.2.c
26. Taylor, M.A., **Shultz, K.S.**, Morrison, R.F., *Spiegel, P.E., & *Greene, J. (2007). Occupational attachment and met expectations as predictors of retirement adjustment of naval officers. *Journal of Applied Social Psychology*, 37, 1697-1725. doi: 10.1111/j.1559-1816.2007.00234.x

25. *Barrah, J.L., **Shultz, K.S.**, Baltes, B., & Stolz, H.E. (2004). Men's and women's elder care based work family conflict: Antecedents and work related outcomes. *Fathering*, 2, 305-330.
24. **Shultz, K.S.**, Taylor, M.A., & Morrison, R.F. (2003). Work related attitudes of naval officers before and after retirement. *International Journal of Aging and Human Development*, 57 (3), 261-276.
23. *Spiegel, P.E., & **Shultz, K.S.** (2003). The influence of pre-retirement planning and transferability of skills on naval officers' retirement satisfaction and adjustment. *Military Psychology*, 15 (4), 284-306.
22. **Shultz, K.S.** (2001). The new contingent workforce: Examining the bridge employment options of mature workers. *International Journal of Organizational Theory and Behavior*, 4, 247-258.
21. Doverspike, D., Taylor, M.A., **Shultz, K.S.**, & *McKay, P. (2000). Responding to the challenge of a changing workforce: Recruiting nontraditional demographic groups. *Public Personnel Management*, 29, 445-459.
20. **Shultz, K.S.**, & Morton, K.R. (2000). Successful Aging at Work: How do older workers adjust? *Southwest Journal of Aging*, 16 (2), 63-72.
19. **Shultz, K.S.**, Sirotnik, B.W., & Bockman, S.E. (2000). An aging workforce in transition: A case study of California. *Southwest Journal of Aging*, 16 (2), 9-16.
18. *Weckerle, J. R., & **Shultz, K. S.** (1999). Influences on the bridge employment decision among older U.S.A. workers. *Journal of Occupational and Organizational Psychology*, 72, 317-330.
17. Gilbert, J.A., & **Shultz, K.S.** (1998-99). Multilevel modeling in industrial and personnel psychology. *Current Psychology*, 17, 287-300.
16. **Shultz, K.S.**, Riggs, M.L., & Kottke, J.L. (1998-99). The need for an evolving concept of validity in industrial and personnel psychology: Psychometric, legal and emerging issues. *Current Psychology*, 17, 265-286.
15. *Christie, M.D., & **Shultz, K.S.** (1998). Gender differences on coping with work stress and organizational outcomes. *Work & Stress*, 12, 351-361.
14. *Dolen, M. R., & **Shultz, K.S.** (1998). A comparison of organizational, professional, university, and academic commitment scales. *Psychological Reports*, 82, 1232-1234.
13. *Lindbo, T.L., & **Shultz, K.S.** (1998). The role of organizational culture and mentoring on mature worker socialization toward retirement. *Public Productivity and Management Review*, 22, 49-59.
12. *Mersman, J. L., & **Shultz, K.S.** (1998). Individual differences in the ability to fake on personality measures. *Personality and Individual Differences*, 24, 217-227.

11. *Paget, K.J., *Lang, D.L., & **Shultz, K.S.** (1998). Development and validation of an employee absenteeism scale. *Psychological Reports*, 82, 1144-1146.
10. **Shultz, K. S.**, & Koshino, H. (1998). Reliability and validity evidence for Wise's Attitude Toward Statistics scale. *Psychological Reports*, 82, 27-31.
9. **Shultz, K. S.**, Morton, K. R., & *Weckerle, J. R. (1998). The influence of push and pull factors on voluntary and involuntary early retirees' retirement decision and adjustment. *Journal of Vocational Behavior*, 53, 45-57.
8. Kottke, J. L., & **Shultz, K. S.** (1997). Using an assessment center as a developmental tool for graduate students: A demonstration. *Journal of Social Behavior and Personality*, 12, 289-302
7. **Shultz, K. S.** (1996). Utility analysis in public sector personnel management: Current issues and keys to implementation. *Public Personnel Management*, 25, 369-377.
6. **Shultz, K. S.**, & Kottke, J. L. (1996). The role of the master's thesis in applied psychology training. *Teaching of Psychology*, 23, 166-168.
5. **Shultz, K. S.** (1996). Distinguishing personality and biodata items using confirmatory factor analysis of multitrait-multimethod matrices. *Journal of Business and Psychology*, 10, 263-288.
4. **Shultz, K. S.** (1995). Increasing alpha reliabilities of multiple-choice tests with linear polychotomous scoring. *Psychological Reports*, 77, 760-762.
3. Olson, D. A., & **Shultz, K. S.** (1994). Gender differences in the dimensionality of social support. *Journal of Applied Social Psychology*, 24, 1221-1232.
2. **Shultz, K. S.** (1994). Attributions for success and failure of men and women in leadership positions. *Psychological Reports*, 75, 1307-1312.
1. **Shultz, K. S.**, & Chavez, D. V. (1994). The reliability and factor structure of a social desirability scale in English and in Spanish. *Educational and Psychological Measurement*, 54, 935-940.

BOOKS

5. **Shultz, K.S.**, & Adams, G.A. (Eds.) (in progress). [*Aging and work in the 21st century*](#), (2nd edition). New York: Psychology Press - Published as part of the Applied Psychology Series])
4. **Shultz, K.S.**, Whitney, D.A., & Zickar, M.J. (2014). [*Measurement theory in action: Case studies and exercises*](#) (2nd edition). New York: Routledge Academic Press/Taylor & Francis Group.
3. Wang, M., Olson, D.A., & **Shultz, K.S.** (2013). [*Mid and late career issues: An integrative perspective*](#). New York: Routledge Academic Press/Taylor & Francis Group [ISBN 978-0-415-80495-0].

2. **Shultz, K.S.**, & Adams, G.A. (Eds.) (2007). [*Ageing and work in the 21st century*](#). New York: Psychology Press (originally published by Lawrence Erlbaum Associates, Inc. [ISBN 0805857265 (cloth) and 0805852273 (paperback) - Published as part of LEA's Applied Psychology Series])
1. **Shultz, K.S.**, & Whitney, D.A. (2005). [*Measurement theory in action: Case studies and exercises*](#). Thousand Oaks, CA: SAGE Publications, Inc. [ISBN 0761927301]

CD-ROMs

1. Whitney, D.A., & **Shultz, K.S.** (2005). Instructor's Resources to accompany *Measurement Theory in Action: Case Studies and Exercises*. Thousand Oaks, CA: SAGE Publications, Inc. [ISBN 1412906180]

BOOK CHAPTERS

11. **Shultz, K.S.**, & Fisher, G.F. (2017). Aging and retirement behavior. In L. Riby (Ed.) [*Handbook of Gerontology Research Methods: Understanding Successful Ageing*](#) (Ch 7). New York: Routledge.
10. Kottke, J.L., Olson, D.A., & **Shultz, K.S.** (2016). Use of Practicum Classes to Solidify the Scientist-Practitioner Model in Master's Level Training. In C. Wankel and L. Wankel (Eds.). [*Integrating Curricular and Co-Curricular Endeavors to Enhance Student Outcomes*](#) (Ch 2, pp. 15-41). Emerald Publishing Group. [Part of the *Cutting-edge Technologies in Higher Education* series]
9. Pundt, L., Deller, J., **Shultz, K.S.**, & Fasbender, U. (2016). Function, flexibility, and responsibility: Difference between the former professional job and post-retirement activities. In S. Manfredi & L. Vickers (Eds.), [*Challenges of Active Ageing: Equality Law and the Workplace*](#) (Ch 11, pp. 231-253). London: Palgrave-MacMillan.
8. **Shultz, K.S.**, & Olson, D.A. (2014). Heavy work investment, bridge employment, and the transition to retirement. In I. Harpaz, & R. Snir (Eds.), [*Heavy work investment: Its nature, sources, outcomes, and future directions*](#) (Ch 13, pp. 267-284). New York: Psychology Press.
7. **Shultz, K.S.**, & Olson, D.A. (2013). The changing nature of work and retirement. In M. Wang (Ed.), [*The Oxford Handbook of Retirement*](#) (Ch 33, pp. 543-558). New York: Oxford University Press.
6. Wang, M., Adams, G.A., Beehr, T.A., & **Shultz, K.S.** (2009). Career issues at the end of one's career: Bridge employment and retirement. In S.G. Baugh and S.E. Sullivan (Eds.), [*Maintaining Focus, Energy, and Options over the Life Span*](#) (Ch 6, pp. 135-162). Charlotte, NC: Information Age Publishing (IAP).
5. **Shultz, K.S.**, & Wang, M. (2008). The changing nature of mid and late careers. In C. Wankel (Ed.), [*21st Century Management: A Reference Handbook*](#). Vol 2, Ch 63, pp.

130-138. Thousand Oaks, CA: SAGE Publications, Inc.

4. Adams, G.A., & **Shultz, K.S.** (2007). Editors' overview. In K.S. Shultz and G.A. Adams (Eds.), [*Aging and Work in the 21st Century*](#). (Ch 1, pp. 1-6). Mahwah, NJ: Lawrence Erlbaum Associates, Inc.
3. **Shultz, K.S.**, & Adams, G.A. (2007). In search of a unifying paradigm for understanding aging and work in the 21st century. In K.S. Shultz and G.A. Adams (Eds.), [*Aging and Work in the 21st Century*](#). (Ch 14, pp. 303-319). Mahwah, NJ: Lawrence Erlbaum Associates, Inc.
2. Taylor, M.A., **Shultz, K.S.**, & Doverspike, D. (2005). Academic perspectives on recruiting and retaining older workers. In P.T. Beatty and R.M.S. Visser (Eds.), [*Thriving on an aging workforce: Strategies for organizational and systemic change*](#). (Ch 4, pp. 43-50). Malabar, FL: Krieger Publishing Company.
1. **Shultz, K.S.** (2003). Bridge employment: Work after retirement. In G.A. Adams and T.A. Beehr (Eds.), [*Retirement: Reasons, processes and results*](#). (Ch 9, pp. 214-241). New York: Springer Publishing Company.

ENCYCLOPEDIA ENTRIES

6. Adams, G.A., & **Shultz, K.S.** (2016). Retirement. In S. Rogelberg (Ed.). *Encyclopedia of Industrial and Organizational Psychology, 2nd edition*. Thousand Oaks, CA: Sage.
5. **Shultz, K.S.**, & Whitney, D.J. (2016). Prescreening assessment methods for personnel selection. In S. Rogelberg (Ed.). *Encyclopedia of Industrial and Organizational Psychology, 2nd edition*. Thousand Oaks, CA: Sage.
4. Olson, D.A., & **Shultz, K.S.** (2015). Career Theory. In S.K. Whitbourne (Ed.), *Encyclopedia of Adulthood and Aging*. Hoboken, NJ: John Wiley and Sons, Inc.
3. Adams, G.A., & **Shultz, K.S.** (2006). Retirement. In S. Rogelberg (Ed.). [*Encyclopedia of Industrial and Organizational Psychology*](#). Thousand Oaks, CA: Sage.
2. **Shultz, K.S.**, & Whitney, D.J. (2006). Prescreening assessment methods for personnel selection. In S. Rogelberg (Ed.). [*Encyclopedia of Industrial and Organizational Psychology*](#). Thousand Oaks, CA: Sage.
1. Adams, G.A., & **Shultz, K.S.** (2006). Retirement. In N. J. Salkind and K. DeRuyck (Eds.). [*Encyclopedia of Human Development*](#). Thousand Oaks, CA: Sage.

PRESENTATIONS AT PROFESSIONAL MEETINGS (ALL REFEREED SUBMISSIONS)

Note: * denotes student coauthor

93. Owens, S., Jeske, D., & **Shultz, K.S.** (2016, June). *The impact of perceived interview competence and anxiety in telephone interviews on ratings of hireability and job suitability*. Paper presented at the Institute of Work Psychology, Biennial Academic International Conference, Sheffield, United Kingdom.
92. Olson, D.A., **Shultz, K.S.**, & Shultz, B.O. (2016, June). *Global development practices which facilitate understanding of cultural differences related to team and organizational performance*. Paper presented at the Institute of Work Psychology, Biennial Academic International Conference, Sheffield, United Kingdom.
91. **Shultz, K.S.**, & Olson, D.A. (2016). *Key predictors of three measures of successful career change at older ages*. Paper presented at the Institute of Work Psychology, Biennial Academic International Conference, Sheffield, United Kingdom.
90. Medrano, K., & **Shultz, K.S.** (2016, April). *Workload and Cognitive Overload: An Examination of Potential Moderators*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology (SIOP, APA – Div 14), Anaheim, CA.
89. **Shultz, K.S.**, *Dysart, D., & Olson, D.A. (2014, June). *The Use of Social and Professional Networking Sites in Job Applicant Screening: An Empirical Investigation of Privacy, Justice, and Job Pursuit Variables*. Paper presented at the Institute of Work Psychology Biennial Academic Conference focused on Work, Wellbeing, and Performance. Sheffield, United Kingdom.
88. Olson, D.A., **Shultz, K.S.**, & Liu, J. (2012, April). *Social media's impact on social support, efficacy, and life satisfaction*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology (SIOP, APA – Div 14), San Diego, CA.
87. Olson, D.A., & **Shultz, K.S.** (2011, Dec.). *Expanding our Understanding of Workability through Optimizing Talents and Coping Strategies*. Paper presented at the Older Workers and Workability Conference, Melbourne, Australia.
86. **Shultz, K.S.**, & Olson, D.A. (2011, Dec.). *Age Differences in the Predictors of Intention to Change Careers*. Paper presented at the Older Workers and Workability Conference, Melbourne, Australia.
85. Deller, J., Maxin, L.M., & **Shultz, K.S.** (2011, Nov.). *Passing on Knowledge, Being Satisfied in Life and Work: Motive Structure of Germany Senior Experts*. Paper presented at the European Association of Work and Organizational Psychology (EAWOP) small group meeting – Age Cohorts in the Workplace: Understanding and Building Strength through Differences - Trento, Italy.
84. Maxin, L.M., Deller, J., & **Shultz, K.S.** (2011, Nov.). *Function, Flexibility, and Responsibility: Differences in Former Professional Job and Post-Retirement Activities*

Among Retirees in Germany. Paper presented at the European Association of Work and Organizational Psychology (EAWOP) small group meeting – Age Cohorts in the Workplace: Understanding and Building Strength through Differences - Trento, Italy.

83. *Kordbacheh, N., & **Shultz, K.S.** (2011, April). *Age in Relation to Employee Engagement, Intrinsic Motivation, and Meaningfulness.* Poster presented at the 26th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.
82. Olson, D.A., & **Shultz, K.S.** (2010, August). *The congruence between group members attributes and team task performance.* Poster presented at the annual conference of the American Psychological Association (APA – Div 14), San Diego, CA.
81. *Paige, C.C., *Dalvi, T., *Decal, B., **Shultz, K.S.**, & Riggs, M.L. (2009, May). *Student-Family obligation scale.* Poster presented at the annual conference of the Association for Psychological Science (APS), San Francisco, CA.
80. Kottke, J.L., & **Shultz, K.S.** (2009, April). Using a simulated selection interview as a culminating experience. In C. Parker (chair), *Beyond regurgitation: Ideas to enhance critical thinking in I/O and HRM courses.* Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
79. Olson, D.A., **Shultz, K.S.**, & Jackson, D. (2008, April). *Developing people of color and their mentors through formal mentoring.* Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.
78. *Pengcharoen, C., & **Shultz, K.S.** (2008, April). *The influence of work and nonwork on bridge employment decisions.* Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.
77. **Shultz, K.S.** (Chair) (2008, April), *Key elements of successful applied experiences during master's level training.* Panel discussion conducted at the 23rd annual conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.
76. **Shultz, K.S.**, Wang, M., & Olson, D.A. (2008, April). *Role overload and underload in relation to stress and health.* Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.
75. **Shultz, K.S.**, & Olson, D.A. (2008, March). *Using field interviews as a culminating experience: Examples from Psychology and Business classes.* Paper presented at the 20th annual Lilly Conference on College and University Teaching – West, Pomona, CA.
74. Wang, M., **Shultz, K.S.**, *Zhan, Y., & *Liu, S. (2007, April). Antecedents and health outcomes of bridge employment: A longitudinal investigation. In G.G. Fisher (chair), *Work and the retirement process: International perspectives on older workers.*

Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York City, NY.

73. *Brody, A., & **Shultz, K.S.** (2006, May). *Bridge employment: Can occupational self-efficacy determine which bridges are crossed?* Poster presented at the 21st annual conference of the Society for Industrial and Organizational Psychology (SIOP), Dallas, TX.
72. *Carroll, A., & **Shultz, K.S.** (2006, May). *Successful aging at work: Testing a structural model of adaptation.* Poster presented at the 21st annual conference of the Society for Industrial and Organizational Psychology (SIOP), Dallas, TX.
71. Fisher, G.G., & **Shultz, K.S.** (2006, March). Methodological issues: Using archival data to conduct occupational stress & health research to study older workers. In G.G. Fisher (Chair), *Using archival data: Research examples studying issues among older workers.* Symposium presented at the Work, Stress, and Health 2006: Making a Difference in the Workplace conference, Miami, FL.
70. *Baxter, J.F., & **Shultz, K.S.** (2005, April). *Construct validation of common format biodata within the public sector.* Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Los Angeles, CA.
69. *Forsberg, A.M., & **Shultz, K.S.** (2005, April). *Perceived fairness of a biodata form and job knowledge test.* Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Los Angeles, CA.
68. Kottke, J.L., & **Shultz, K.S.** (2005, April). Teaching with technology: True score variance? Method variance? Error variance? In J.L. Kottke and N.J. Stone (co-chairs), *The evolution of applying technology to teaching: Chalkboard to PowerPoint®.* Educational forum presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
67. **Shultz, K.S.** (2003, Nov.). Delineating the antecedents and consequences of bridge employment in the Health and Retirement Study. In R.B. Wallace and G. Fisher-McAuley (co-chairs), *An interdisciplinary look at older workers: Research from the Health and Retirement Study.* Symposium at the annual conference of the Gerontological Society of America, San Diego, CA.
66. Adams, G.A., & **Shultz, K.S.** (Co-chairs) (2003, April). *Current perspectives and future directions in retirement research.* Symposium presented at the 18th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.
65. *Morris, D.C., Hoffman, C.C., & **Shultz, K.S.** (2003, April). *Comparing job component validity estimates to meta-analytic validity estimates.* Poster presented at the 18th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.
64. **Shultz, K.S.** (2003, April). Bridge employment: Work after retirement. In G.A. Adams and K.S. Shultz (Co-chairs), *Current perspectives and future directions in retirement*

research. Symposium presented at the 18th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.

63. Kottke, J.L., & **Shultz, K.S.** (2002, August). Developing, maintaining, and supervising graduate student internships. In N. J. Stone (Chair), *Strategies for Teaching I/O Psychology*. Symposium presented at the 110th annual convention of the American Psychological Association, Chicago, IL.
62. Grosch, J.W., Barnes-Farrell, J., & **Shultz, K.S.** (2002, April). *Our aging workforce: Three alternative perspectives*. Roundtable discussion at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, CANADA.
61. *Loi, J.L.P., & **Shultz, K.S.** (2002, April). Why older adults seek employment: Differing motivations among subgroups. In K.S. Shultz (Chair), *Addressing projected workforce shortages by recruiting and retaining older workers*. Symposium conducted at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, CANADA.
60. **Shultz, K.S.**, & Rothausen, T.J. (Co-Chairs) (2002, April), *Revising mid- and later-career research models*. Symposium conducted at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, CANADA.
59. **Shultz, K.S.** (Chair) (2002, April), *Addressing projected workforce shortages by recruiting and retaining older workers*. Symposium conducted at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, CANADA.
58. *Styers, B.A., & **Shultz, K.S.** (2002, April). *Perceived reasonableness of employment testing accommodations for persons with disabilities*. Poster presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, CANADA.
57. *Barrah, J.L., & **Shultz, K.S.** (2001, Nov.). Eldercare based work-family conflict: Antecedents and outcomes. In K.S. Shultz and S.E. Rix (Co-Chairs), *The Aging Workforce: Eldercare, Training, and Pension Issues*. Symposium conducted at the annual meeting of the Gerontological Society of America, Chicago, IL.
56. Doverspike, D., Taylor, M.A., & **Shultz, K.S.** (2001, Aug.). Recruiting, retiring, and retraining older baby boomers. In K.S. Shultz and M.A. Taylor (Co-Chairs), *Evolving concepts of retirement for the 21st century*. Symposium conducted at the American Psychological Association annual conference, San Francisco, CA.
55. Kottke, J.L., & **Shultz, K.S.** (2001, Aug). The role of outcomes assessment in master's level I/O training. In M.D. Agars and J.A. Gilbert (Co-Chairs), *Supplementing traditional instruction in a master's I/O psychology program*. Symposium conducted at the 109th American Psychological Association annual conference, San Francisco, CA.
54. **Shultz, K.S.**, Kottke, J.L., & Agars, M.A. (2001, Aug). The role of internships in master's level I/O training. In M.D. Agars and J.A. Gilbert (Co-Chairs), *Supplementing*

traditional instruction in a master's I/O psychology program. Symposium conducted at the 109th American Psychological Association annual conference, San Francisco, CA.

53. **Shultz, K.S.**, & Taylor, M.A. (2001, Aug.). The predictors of retirement: A meta-analysis. In K.S. Shultz and M.A. Taylor (Co-Chairs), *Evolving concepts of retirement for the 21st century*. Symposium conducted at the 109th American Psychological Association annual conference, San Francisco, CA.
52. *Spiegel, P.E., & **Shultz, K.S.** (2001, Aug.). Military retirement adjustment: Does planning and having transferable skills help? In K. S. Shultz and M.A. Taylor (Co-Chairs), *Evolving concepts of retirement for the 21st century*. Symposium conducted at the 109th American Psychological Association annual conference, San Francisco, CA.
51. Taylor, M.A., & **Shultz, K.S.** (2001, Aug.). Retirement adjustment: Social, personal, psychological, and organizational influences. In K.S. Shultz and M.A. Taylor (Co-Chairs), *Evolving concepts of retirement for the 21st century*. Symposium conducted at the 109th American Psychological Association annual conference, San Francisco, CA.
50. Adams, G.A., **Shultz, K.S.**, & Taylor, M.A. (2001, April). *Why should I/O psychologists be studying retirement?* Roundtable discussion at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
49. **Shultz, K.S.**, Hoffman, C.C., & Reiter-Palmon, R. (2001, April). *Using archival data for I/O research: Advantages, pitfalls, sources and examples*. Roundtable discussion at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
48. **Shultz, K.S.**, & *Lindbo, T.L. (2000, Nov.). *Measuring Post-Retirement Behaviors*. Poster presented at the annual meeting of the Gerontological Society of America, Washington, DC.
47. **Shultz, K.S.**, Sirotnik, B.W., & Bockman, S.E. (2000, Nov.). *An aging workforce in transition: A case study of California*. Poster presented at the annual meeting of the Gerontological Society of America, Washington, DC.
46. Taylor, M.A., **Shultz, K.S.**, Morrison, R.F., *Spiegel, P.E., & *Greene, J. (2000, June). The dynamics of the retirement experience: Considerations for future research. Invited symposium presentation, American Psychological Society, Miami Beach, FL.
45. Olson, D.A., **Shultz, K.S.**, & Scott, F.E. (2000, April) *The Association Between Personality Preferences and Behavioral Ratings for Physician Leaders*. Poster presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
44. **Shultz, K.S.**, Taylor, M.A., & Morrison, R.F. (2000, April). *Work Related Attitudes of Naval Officers Before and After Retirement*. Poster presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
43. Taylor, M.A., **Shultz, K.S.**, Morrison, R.F., Spiegel, P.E., & Greene, J. (2000, April).

The Role of Work-Related Factors in Retirement Adjustment. Poster presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

42. **Shultz, K.S.** (Chair) (1999, Nov.). *Employment decisions and older workers: Employee and employer perspectives*, symposium panel organized for the Gerontological Society of America annual meeting, San Francisco, CA.
41. **Shultz, K.S.**, & Crimmins, E.M. (1999, Nov.). *Working conditions and health outcomes among older workers: An examination of data from 15 European countries*. Poster presented at the Gerontological Society of American Annual Meeting, San Francisco, CA.
40. **Shultz, K.S.**, & Silverstein, M. (1999, Nov.). Gender, eldercare responsibilities, and intentions to change jobs. In K.S. Shultz (Chair), *Employment decisions and older workers: Employee and employer perspectives*. Symposium conducted at the Gerontological Society of America annual meeting, San Francisco, CA.
39. *Pennock, R.P., **Shultz, K.S.**, & Lin, T.R. (1999, August). Fakability in Structured Interviews: A Comparison of Situation and Past Behavior Formats. In J.C. Hogan (Chair), *Employment Tests and Dishonesty: The Problem of Faking*. Symposium conducted at the 107th annual conference of the American Psychological Association, Boston, MA.
38. Barnes-Farrell, J.L., & **Shultz, K.S.** (Co-Chairs) (1999, April), *Recent Advances in Knowledge about Retirement Decisions and Behaviors*, symposium at the 14th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
37. *Lindbo, T.L., & **Shultz, K.S.** (1999, April). Modeling Individual's Post-Retirement Behaviors Toward Their Former Organization. In J.L. Barnes-Farrell and K.S. Shultz (Co-Chairs), *Recent Advances in Knowledge about Retirement Decisions and Behaviors*. Symposium conducted at the 14th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
36. **Shultz, K.S.** (1999, April). The influence of Health and Voluntariness on Retirement Decisions. In J.L. Barnes-Farrell and K.S. Shultz (Co-Chairs), *Recent Advances in Knowledge about Retirement Decisions and Behaviors*. Symposium conducted at the 14th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
35. Lin, T.R., & **Shultz, K.S.** (1998, April). Improving the internship experience in I/O psychology training through mentoring. In C.J.A. Fullagar (Chair), *Benefits of mentoring: From graduate student, to intern, to employee*. Symposium conducted at the 13th annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
34. **Shultz, K.S.** (1998, March). Using an electronic discussion list: An example from three master's level classes. In J. A. Gilbert & K. S. Shultz (Co-Chairs). *Improving the master's level curriculum through internships, mentoring and uses of electronic*

discussion lists. Symposium conducted at the annual Lilly West Conference on College and University Teaching, Lake Arrowhead, CA.

33. **Shultz, K.S.** (1998, March). Improving the internship experience for master's level students. In J. A. Gilbert & K. S. Shultz (Co-Chairs). *Improving the master's level curriculum through internships, mentoring and uses of electronic discussion lists*. Symposium conducted at the annual Lilly West Conference on College and University Teaching, Lake Arrowhead, CA.
32. **Shultz, K. S.** (1997, June). *A review and summary of recent research in industrial gerontology as it relates to personnel assessment*. Paper presented at the 21st annual conference of the International Personnel Management Association - Assessment Council (IPMAAC), Newport Beach, CA.
31. Wiesen, J. P., Lin, T. R., & **Shultz, K. S.** (1997, June). *The basics of personnel selection: A crash course*. Workshop presented at the 21st annual conference of the International Personnel Management Association - Assessment Council (IPMAAC), Newport Beach, CA.
30. *Ansoorian, A. E., & **Shultz, K.S.** (1997, April). *The influence of expertise and gender on physical effort ratings*. Poster presented at the 12th annual Society for Industrial/Organizational Psychology (SIOP) conference, St. Louis, MO.
29. *Mersman, J. L., & **Shultz, K.S.** (1997, April) *Individual differences in the ability to fake on personality measures*. Poster presented at the 12th annual Society for Industrial/Organizational Psychology (SIOP) conference, St. Louis, MO.
28. *Dolen, M. R., **Shultz, K. S.**, *Ansoorian, A. E., *Dirksen, B. W., & *Reichenbach, T. E. (1996, June). *A comparison of organizational, professional, university and academic commitment scales*. Poster presented at the 8th annual conference of the American Psychological Society, San Francisco, CA.
27. *Lang, D. L., *Paget, K. J., & **Shultz, K. S.** (1996, June). *Development and validation of an employee absenteeism scale*. Poster presented at the 8th annual conference of the American Psychological Society, San Francisco, CA.
26. **Shultz, K. S.**, & Koshino, H. (1996, June). *Reliability and validity evidence for Wise's Attitude Toward Statistics scale*. Poster presented at the 8th annual conference of the American Psychological Society, San Francisco, CA.
25. Wiesen, J. P., Lin, T. R., **Shultz, K. S.**, & McDaniel, M. A. (1996, June). *The basics of personnel selection: A crash course*. Workshop presented at the 20th annual conference of the International Personnel Management Association - Assessment Council (IPMAAC), Boston, MA.
24. *Weckerle, J. R., & **Shultz, K. S.** (1996, April). *Influences on the bridge employment decision among older workers*. Poster presented at the 11th annual Society for Industrial/Organizational Psychology (SIOP) conference, San Diego, CA.
23. **Shultz, K. S.** (Chair) (1995, August). *Work and family issues*. Symposium conducted

at the 103rd annual conference of the American Psychological Association, New York, New York.

22. **Shultz, K. S.**, & Lin, T. R. (1995, August). *Comparison of competencies for I/O interns and personnel assessment specialists*. Poster presented at the 103rd annual conference of the American Psychological Association, New York, New York.
21. **Shultz, K. S.**, Morton, K. R., & *Weckerle, J. R. (1995, August). *The influence of push and pull factors on forced retirees*. Poster presented at the 103rd annual conference of the American Psychological Association, New York, New York.
20. Lin, T. R., & **Shultz, K. S.** (1995, June). Mentoring I/O interns in a public sector personnel selection office. In D. Doverspike (chair), *Doing more with less in reinvented government: The role of student interns*. Symposium conducted at the 19th annual conference of the International Personnel Management Association - Assessment Council (IPMAAC), Charleston, SC.
19. *Araki, L., & **Shultz, K. S.** (1995, April). *Student attitudes toward statistics and their retention of statistical concepts*. Poster presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.
18. *Grullon-Sehi, T., & **Shultz, K. S.** (1995, April). *A call for employer education regarding the Americans with Disabilities Act (ADA)*. Poster presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.
17. **Shultz, K. S.**, & Olson, D. A. (1995, April). *Perceptions of leader behavior based on frequency, importance, and satisfaction ratings*. Poster presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.
16. **Shultz, K. S.** (1994a, August). *A faculty member's perspective on internships in I/O psychology*. In J. Kottke (Chair), *Improving the internship experience in I/O psychology training*. Symposium conducted at the 102nd annual conference of the American Psychological Association, Los Angeles, CA.
15. **Shultz, K. S.** [Chair and Discussant] (1994b, August). *Undergraduate and graduate education in I/O psychology: What next?* Symposium conducted at the 102nd annual conference of the American Psychological Association, Los Angeles, CA.
14. **Shultz, K. S.**, & Kottke, J. L. (1994, August). *Master's training in I/O psychology: Identifying, evaluating, and training critical competencies*. Poster presented at the 102nd annual conference of the American Psychological Association, Los Angeles, CA.
13. **Shultz, K. S.** (1994, July). *Type I error and multiple hypothesis tests of correlation coefficients*. Poster presented at the 6th annual conference of the American Psychological Society, Washington, D.C.
12. **Shultz, K. S.** (1994a, June). *Costing human resources in the public sector*. Workshop presented at the 18th annual conference of the International Personnel Management Association - Assessment Council (IPMAAC), Charleston, SC.

11. **Shultz, K. S.** [Chair and Discussant] (1994b, June). *Improving organizations through testing*. Paper Session presented at the 18th annual conference of the International Personnel Management Association - Assessment Council (IPMAAC), Charleston, SC.
10. **Shultz, K. S.** [Chair and Discussant] (1994c, June). *Statistical issues*. Paper Session presented at the 18th annual conference of the International Personnel Management Association - Assessment Council (IPMAAC), Charleston, SC.
9. Kottke, J. L., **Shultz, K. S.**, & Riggs, M. L. (1994, February). *Using an assessment center to measure student outcomes*. Symposium on University Teaching Conference, CSPU, Pomona, CA.
8. **Shultz, K. S.** (1993, June). *Comparing personality and biodata items: An example using confirmatory factor analysis*. In D. Masden (Chair), *Biodata and personality relationships in personnel assessment and selection*. Symposium conducted at the 17th annual conference of the International Personnel Management Association - Assessment Council (IPMAAC), Sacramento, CA.
7. **Shultz, K. S.** (1993, May). *An investigation of the relationship between personality and biodata items*. Poster presented at the 8th annual conference of the Society of Industrial and Organizational Psychology (SIOP), San Francisco, CA.
6. Olson, D. A., & **Shultz, K. S.** (1993, April). *Satisfaction with supervision: The importance of leader self awareness*. Poster presented at the joint WPA-RMPA annual convention, Phoenix, AZ.
5. **Shultz, K. S.** (1991, April). *Personality versus biodata: A review and preliminary models*. Poster presented at the 6th annual conference of the Society of Industrial and Organizational Psychology (SIOP), St Louis, MO.
4. Denning, D. L., & **Shultz, K. S.** (1990, June). *Findings and recommendations from a multi-purpose job analysis of first-level supervisory classes*. Paper presented at the 14th annual conference of the International Personnel Management Association - Assessment Council (IPMAAC) annual conference, San Diego, CA.
3. **Shultz, K. S.** (1987, Nov). *Performance attributions of leaders' behavior*. Paper presented at the annual conference of the Association of Human Resource Management and Organizational Behavior, Philadelphia, PA.
2. **Shultz, K. S.**, & Olson, D. A. (1987, Nov). *An exploratory investigation of the relationship among perceptions of stress, social support, and psychological climate*. Paper presented at the annual conference of the Association of Human Resource Management and Organizational Behavior, Philadelphia, PA.
1. **Shultz, K. S.** (1986, April). *The parental influence on student drinking behavior and attitudes*. Paper presented at the University of Toledo Psychology Conference and Symposium, Toledo, Ohio.

BOOK AND TEST REVIEWS

4. **Shultz, K.S.**, & Olson, D.A. (2016). [Review of the book, Closing the Deficit: How Much can Later Retirement Help? edited by G. Burtless & H.J. Aaron]. *Journal of Ageing and Society*, 36 (1), 219-220.
3. **Shultz, K.S.** (2014). [Review of the test Social Personality and Skills Assessment - SPSA]. In B.S. Plake & J.C. Impara (Eds.), *The Nineteenth Mental Measurements Yearbook* (pp. XXX-XXX). Lincoln, NE: Buros Institute of Mental Measurements.
2. Olson, D.A., & **Shultz, K.S.** (2011). [Review of the book, Aging and Work: Issues and Implications in a Changing Landscape by S.J. Czaja, & J. Sharit]. *Journal of Women & Aging*, 23, 179-181. doi: 10.1080/08952841.2011.561150
1. **Shultz, K.S.**, & Bengtson, V.L. (2000). A new perspective on very old age. [Review of the book, The Berlin Aging Study: Aging from 70 to 100 by P.B. Baltes, & K. U. Meyer]. *Contemporary Gerontology*, 7 (1), 15-19.

INVITED PRESENTATIONS

17. **Shultz, K.S.** (2012, April). Recruiting and retaining older workers: The case for improving workability. Presented at the monthly luncheon meeting of the Personnel Testing Council of Southern California (PTC-SC), Monterey Park, CA.
16. **Shultz, K.S.** (2012, March). Realizing the economic and social potential of older individuals by improving their workability. Presentation to the 2nd Annual Behavioral Health Summit, College of Social and Behavioral Science, California State University, San Bernardino, San Bernardino, CA.
15. **Shultz, K.S.** (2009, Nov.). I/O Psychology. Presentation to Psi Chi, CSUSB Chapter, San Bernardino, CA.
14. **Shultz, K.S.**, & Whitney, D.J. (2005, January). Master's level training in I/O Psychology: CSUSB and CSULB. Presentation to the Western Region Intergovernmental Personnel Assessment Council [WRIPAC]. Santa Barbara, CA.
13. Kottke, J.L., & **Shultz, K.S.** (2003, Sept). Writing and evaluating multiple choice exams. Teaching Resource Center, California State University, San Bernardino, San Bernardino, CA.
12. Kottke, J.L., & **Shultz, K.S.** (2003, March). Assessing higher order thinking skills within multiple choice exams. California State University Regional Teaching Symposium, California State University, San Bernardino, San Bernardino, CA.
11. **Shultz, K.S.**, & Kottke, J.L. (2003, Feb). Writing and evaluating multiple choice exams. Teaching Resource Center, California State University, San Bernardino, San Bernardino, CA.

10. **Shultz, K.S.** (2002, May). *Breaking the work barriers for older Americans*. Presentation to the Spring Networking Luncheon for the CSUSB Community University Partnership on Aging Workforce Issues.
9. **Shultz, K.S.** (2001, June). *Re-entry issue for older workers*. Presentation to the Needs of Older workers Conference, California State University, San Bernardino, CA.
8. **Shultz, K.S.** (1999, June). *Our Aging Workforce: An Overview and Research Examples*. Presentation to the monthly luncheon meeting of the Personnel Testing Council of Southern California. Monterey Park, CA.
7. **Shultz, K.S.** (1999, January). *Reflections on an Aging Workforce*. Presentation to the monthly luncheon meeting of the Inland Area Personnel Management Association. Riverside, CA.
6. **Shultz, K.S.** (1997, October). *Determining the utility of human resource interventions: How to measure the bottom line*. Half-day post-conference workshop, presented as part of the Personnel Testing Council of Southern California annual fall conference. Newport Beach, CA.
5. **Shultz, K.S.**, & Hane, E.Z. (1997, August). *Basic statistics for test analysis*. Half-day workshop presented to the Personnel Testing Council of Southern California. Monterey Park, CA.
4. **Shultz, K.S.** (1996, Dec.). *Determining the utility of human resource interventions: What, why, and now what?* Presentation to the monthly luncheon meeting of the Inland Area Personnel Management Association. Riverside, CA.
3. **Shultz, K.S.** (1996, Aug). *Determining the utility of human resource interventions: What, why, and now what?* Presentation to the Western Region Intergovernmental Personnel Assessment Council. Santa Barbara, CA.
2. **Shultz, K. S.** (1992, August 26). *Advanced multiple-choice item writing*. Half-day workshop presented to the Personnel Testing Council of Southern California. Monterey Park, CA.
1. **Shultz, K. S.** (1992, May 19). *The results and recommendations from a multipurpose job analysis of first-level supervisory job classifications*. Colloquium presentation to the Department of Psychology, California State University, San Bernardino.

TECHNICAL REPORTS AND OTHER PAPERS

Shultz, K.S., Hoffman, C.C., & Reiter-Palmon, R. (2005). Using archival data for I-O research: Advantages, pitfalls, sources, and examples. *The Industrial-Organizational Psychologist*, 42 (3), 31-37.

I have completed more than 25 content validation studies and four criterion validation studies as well as other confidential and non-confidential technical reports of applied research.

GUEST EDITING SPECIAL ISSUES OF JOURNALS

Co-guest edited (with Kene Henkens) a special issue of the *International Journal of Manpower* titled, ***The Changing Nature of Retirement: An International Perspective*** that was published in 2010 (<http://tinyurl.com/6tvry2x>)

PROFESSIONAL ASSOCIATIONS

American Psychological Society (APS) [1993 – 2003]

American Psychological Association (APA) [2001 to present]

International Personnel Management Association - Assessment Council (IPMAAC) [1989-2000]

(Conference Review Committee, 1994-1998; Co-chair, University Liaison and Student Paper Competition Committee 1998)

Gerontological Society of America (GSA) [1997-present]

Personnel Testing Council of Southern California (PTC/SC) [1988-2004]

(Research Committee Chair, 1991; Newsletter Editor, 1991; Training Committee Member, 1992, 1993; Membership Committee Co-chair, 1993; Co-VP of Publications, 1996; Board of Directors, 1998-2000)

Society of Industrial and Organizational Psychology (Division 14 of APA) [1990 to present]

(Conference Review Committee, 1994-1997; 2003-2006)

GRANTS/CONTRACTS/FELLOWSHIPS

<u>Type</u>	<u>Source</u>	<u>Amount</u>	<u>When</u>
<i>Intramural</i>			
Micro-grants (5)	CSUSB	\$150-300/each	Sp 93 to Sp 99
Mini-grants (2)	CSUSB	\$3,817/\$5,000	AY 97-98/AY 00-01
Professional Development (2)	CSUSB	\$1,335/each	Spring 98/Spring 99
Sabbatical	CSUSB	\$26,904	AY 98/99
Faculty Professional Study (4)	CSUSB	\$766/\$1,000	Fall 99, 00, 01, & 03
Summer Fellowship (2)	CSUSB	\$3,000/\$5,000	Summer 00 & 01
Course Development Grant (2)	CSUSB	\$4,000/\$2,000	Summer 01 & 10
Community University Partnership (Margaret Cooney, PI)	CSUSB	\$5,000	AY 01-02

Extramural

Post-Doctoral Fellowship	NIA/USC \$30,144	Aug 98 to July 99
CSU Faculty Fellows Contract	CSU \$10,000 Sacramento	June 99 – Nov 99
Statistical Consultant (Liz Klonoff, PI)	State of California	2 Course Releases AY 99/00

AWARDS AND HONOR

Outstanding Achievement in Professional Development and Research Award for AY 04-05, Department of Psychology, California State University, San Bernardino.

Outstanding Achievement in Professional Development and Research Award for AY 07-08, College of Social and Behavioral Sciences, California State University, San Bernardino.

Outstanding Achievement in Teaching for AY 08-09, Department of Psychology, California State University, San Bernardino

STUDENT MASTERS THESES SERVED AS CHAIR (completed) [N=33]

Andrew Ansoorian (Sept 1996) “The Influence of Expertise and Gender on Job Analysis Ratings for a Physically Demanding Job” [presented at *SIOF 1997*]

Linda Araki (June 1995) “Statistical Competency of Psychology Students” [presented at *WPA 1995*]

Dalia Arellano (February 2010) “Individual versus group performance on a decision making task”

Jaime Barra (June 2001) “Elder Care Based Work-Family Conflict: Antecedents and Outcomes” [presented at *GSA 2001*; published in *Fathering, 2004*]

James Baxter (July 2003) “Construct validation of a common format biodata within the public sector” [presented at *SIOF 2005*; submitted to the *International Journal of Selection and Assessment*]

Alex Brody (Nov 2005) “Bridge employment: Can occupational self efficacy determine which bridges are crossed?” [presented at *SIOF 2006*]

Autumn Carroll (November 2004) “Successful Mid-life Aging in a Changing Work Environment” [presented at *SIOF 2006*]

Alexius Cheang (December 2001) "I/O program, program evaluation"

Maryann Christie (June 1996) "Gender Differences in Coping with Work Stress and Predicting Work Related Outcomes" [published in *Work and Stress*, 1998]

Jennifer Cremer (January 2008) "The Effects of Age, Computer Self-Efficacy, Computer Anxiety, and Computer Experience on Training Method Preference in Employees"

Steven Crocker (March 2012) "The Mediating Effects of Perceived Person Organizational Support and Perceived Person Supervisor Support on the Relationships Among Person-Organizational Fit, Person-Supervisor Fit, and Organizational Commitment"

Tejas Dalvi (December 2011) "Age and Gender Differences in Stress and Coping"

Brian Decal (December 2009) "Realistic Job Previews (RJPs) and the moderating effects of met expectations in Nurses"

Anna Forsberg (April 2004) "Differences by Occupation in Perceive Face Validity and Procedural Justice of a Common Format Application of Hard Biodata and a Written Job Knowledge Test" [presented at *SIOF 2005*; published in *Public Personnel Management*, 2009]

Leslie Hagen (May 2012) "Usability in Unproctored Internet Testing: Needs of Older Applicants"

Negin Kordbacheh (August 2010) "Engaging an older workforce: The relationship between employee engagement, intrinsic motivation, and meaningfulness" [present at the 2011 *SIOF* conference]

Tracy Lindbo (Dec 1998) "Modeling Retiree Reciprocity in Organizations" [presented at *SIOF 1999*; published in *Journal of Workplace Behavioral Health*, 2008]

Jasmin Loi (November 2001) "Motivations for older adults seeking employment" [presented at *SIOF 2002*; published in *Journal of Applied Gerontology*, 2007]

Karla Medrano (June 2015) "The relationship between workload and cognitive overload: Self-efficacy, perfectionism, and resilience as potential moderators"

Jennifer Mersman (June 1996) "Individual Differences in the Tendency to Fake Good in Personality Assessment" [presented at *SIOF 1997*; published in *Personality and Individual Differences*, 1998]

David Morris (April 2002) "Comparing Job Component Validity to Observed Validity Across Jobs" [presented at *SIOF 2003*]

Alex Nedilskyj (November 2010). "Age and Education Differences in Superior-subordinate Dyads: Testing relational norms and attraction similarity influences on role ambiguity, affect, and communication satisfaction"

Jyotsna Paintal (October 2008) – “The Influence of Pre-Retirement Planning on Retirement Satisfaction and Adjustment”

Chanjira Pengcharoen (March 2007) “The Influence of Work and Nonwork-Related Factors on Bridge Employment Decisions” [presented at SIOF 2007, published in the *International Journal of Manpower* 2010]

Ryan Pennock (May 1998) “Fakability in Structured Interviews: A Comparison of Situational and Past Behavior Formats” [presented at *APA* 1999]

Brittany Roy (June 2014) “Student employment in organizations and the relationships among organizational commitment levels, turnover intentions, and absenteeism”

Anthony Saldana (January 2013) “Work motivation and job search behaviors of convicted drug felons”

Emily Schindlecker (December 2014) “Unproctored internet testing: Methods to mitigate and detect cheating”

Michele Schulz (June 2001) “The Influence of Job Type, Information Provided, Test Type, and Test Performance on Applicant Reactions to Personnel Selection Tests” [submitted to *SIOF 2002 – not accepted*]

Peter Spiegel (May 2000) “Military Retirement Satisfaction and Adjustment: The Effects of Planning, Having Transferable Skills, and Having Identified With and Been Committed to, the Navy on a Sample of Retired Naval Officers” [presented at *APA* 2001; published in *Military Psychology* 2003]

Bridget Styers (June 2001) “Influences on the Perceived Reasonableness of Employment Testing Accommodations for Persons with Disabilities” [presented at *SIOF 2002*; published in *Public Personnel Management*, 2009]

Shachi Trpathi (June 2013). “Older versus younger workers meaning of work”.

Joelle Baer Weckerle (June 1995) “Influences on the Bridge Employment Decisions of Older Workers” [presented at *SIOF 1996*, published in *Journal of Organizational and Occupational Psychology*, 1999]

Larry Weitzel (Dec 1999) “Assessing Business Writing: An Examination of Scoring Method, Writing Sample Complexity, and Rating Variability” [presented at *IPMAAC* 1997]

STUDENT MASTERS THESES SERVED AS CHAIR (in progress)

Thomas Borawski – Age and work motivation

David Dysart – The effects of employment on students retention and performance

Dasha Gershman – Shift work and job commitment

Michael Rose – International student acculturation

Benjamin Safara – Influence of on-line versus traditional degrees on hire ability

Michael (Misha) Sisikin – An Exploratory Analysis of the Commitment-Turnover Intentions

Relationship: The Moderating Effects of Embeddedness

CLASSES TAUGHT

Wayne State University (1984-1987)

Introductory Psychology (teaching assistant)

Introductory Statistics (teaching assistant)

Research Methods (teaching assistant)

Introductory Psychology (Psyc100)

Research Methods (Psyc302)

Introduction to I/O Psychology (Psyc355)

Business Statistics (FBE540)

Depaul University (Spring 1988)

Personnel Psychology (Psyc350)

California State University (1992 to present)

Career Development (Psyc120)

Psychological Statistics (Psyc210)

Organizational Behavior (Psyc302)

Applied Research Methods (Psy310)

Psychology of Adulthood and Aging (Psyc329)

Industrial Psychology (Psyc355)

Tests and Measurements (Psyc377)

Advanced Psychological Statistics (Psyc410)

Experimental Psychology: Industrial and Organizational (Psyc438)

Work, Retirement, and Leisure (HD and Psyc540)

Seminar in I/O Psychology: Current Professional Issues (Psyc581A)

Seminar in I/O Psychology: Legal Issues for Organizational Professionals (Psyc581G)

*Independent Study (Psyc595)

Performance Assessment (Psyc601)

Personnel Selection and Validation (Psyc603)

*Graduate Research in Psychology (Psyc609)

*Advanced Independent Study (Psyc611)

*Directed Readings (Psyc612)

Graduate Statistics (Psyc641)

Applied Problem Analysis (Psyc642, course no longer offered)

Regression and Non-parametric Statistics (Psyc642)

Applied Psychological Measurement (Psyc644)

Practicum in Applied Psychology (Psyc675)

*Externship in Applied Psychology (Psyc689)

** Independent study with individual level of supervision (i.e., not a formal class)*

Psychology Department Service

Undergraduate Program Committee (AYs 92-94, Chair AY 93-94)
Mini-grant Awards Committee (AY 11-12)
Executive Committee (AYs 93-96; 02-04)
Faculty Advisor to Students Promoting I/O Psychology (SPIO) Student Group (AY 93-94)
Planning Committee (1994-96, Chair both AYs)
Coordinator, Five-year Departmental Periodic Self-Study for WASC accreditation process (AY 95-96 and 00-01)
Externship Coordinator, MS program in I/O Psychology (AYs 93-96; 99 to present)
Director, MS program in Industrial/Organization Psychology (AYs 96-98; 02-04; 10-12)
Drafted Outcomes Assessment Plan for MS I/O Program (AY 97-98)
Graduate Program Committee (AYs 96-98; 02-04 [chair])
Hiring Committee (AY 97-98; 13-14)
Grants Coordinator (AYs 99-02)
Outcomes Assessment Committee (AYs 01-04)
Periodic Classroom Visitations (S93, F94, S98; F99 [2]; S00; W01; W05)

College of Social and Behavioral Sciences Service

Professional Awards Committee (AYs 92-93, 96-97)
Academic Faculty Senate Representative (AYs 96-98)
Outstanding Undergraduate/Graduate Student (AY 99-00)
Faculty Marshall at College of Social and Behavioral Sciences Graduation (S98; S00; S01)
Reader at College of Social and Behavioral Sciences Grad (W02, S02; W06; S06; S07)
College Evaluation Committee (AYs 01-03; 06-08 [Chairperson]; 10-12 [Chairperson]; 12-15 [Chairperson])
Upper Division Writing Coordinator (AYs 03-05)
Department of Social Work Evaluation Committee (AY 04-05)
Social Science Research and Instructional Council (SSRIC) CSU system wide campus representative

University Service

Diversity Committee (W 94- S95)
Academic Faculty Senator (AYs 96-98)
Graduate Dean's Graduate Council (AYs 96-98; 02-04)
Review Committee for the Institute of Applied Research and Policy Analysis (AY 97-98)
Recruitment and Selection Committee for Dean of Graduate Studies (AYs 98-99; 00-01)
Review Committee for the College of Natural Sciences (S00)
University Calendar Committee (AY 00-02)
Faculty Associate, Behavioral Health Institute (1996-2000)
Review Committee for the College of Business and Public Administration (Su & F 02)
Review Committee for the College of Arts and Letters (S03)
Review Committee for the College of Education (F03)
Adjunct Human Development Faculty (1996 to present)
Associate Director, Institute of Applied Research and Policy Analysis (1999 to 2003)
University Evaluation Committee (AYs 08-10)

Professional Service

Peer Reviewer for the following national conferences

Association of Management
International Personnel Management Association Assessment Council (IMAAC)
American Psychological Association (APA), Division 14

Society for Industrial and Organizational Psychology (SIOP)
Southern Management annual conference
Midwest Academy of Management

Ad-hoc Peer Reviewer for the following professional journals and publishers

Journal of Occupational and Organizational Psychology; Journal of Research in Personality; Journal of Social Behavior and Personality; Journal of Vocational Behavior; Personnel Psychology; Psychological Bulletin; Journal of Occupational Health Psychology; Psychological Reports; International Journal of Aging and Human Development; Journals of Gerontology: Social Sciences; Research in Aging

Editorial Board Member for the following professional journals

International Journal of Aging and Human Development

Work, Aging, and Retirement

Additional Professional Service

Co-Chair, IPMAAC student paper competition (1997-99)

Board of Directors, Personnel Testing Council of Southern California (1998-2000)

Reviewed, P.E. Spector (1998). *Introduction to Industrial and Organizational Psychology* (2nd ed.). New York: John Wiley and Sons, Inc.

Reviewed T. Coladarci et. al. (2004). *Educational Statistics*. New York: John Wiley & Sons, Inc.

Reviewed K. Blackett (2009). *Career Achievement: Principles and Practices*. McGraw-Hill Higher Education.

Reviewed Harrington, B., and Hall, D.T. (2007). *Career Management & Work-Life Integration: Using Self-Assessment to Navigate Contemporary Careers*. Thousand Oaks, CA: Sage Publications [ISBN 9781412937450]

Reviewed Intro to I/O textbook for Bridgepoint Learning Systems (Summer 2011)

Grant Reviews

Reviewed two proposals (Nov 2009 and Nov 2010) for the Social Science and Humanities Research Council of Canada dealing with the topic of retirement.

Community Service

Personnel Interviewer, Los Angeles Unified School District
Personnel Interviewer, City of Los Angeles
Workability IV Advisory Council

