

# L. A. (Alan) Witt

Hobby School of Public Affairs  
University of Houston  
Houston, TX 77204  
e-mail: witt@uh.edu

## Professional Status

Elected **Member**, *Society for Organizational Behavior* (2022), an international, invitation-only group of scholars.

Named **Fellow** (2005):

- *American Psychological Association*
- *Society for Industrial and Organizational Psychology*

### Recent Teaching Awards

- Awarded the 2022 and 2023 GREAT Excellence in Teaching Award by UH's Bauer College of Business. This award is given annually for outstanding teaching in the Executive Masters of Business Administration (EMBA) program and is selected by the EMBA students.

## Education

**Ph. D.**, May, 1985, Tulane University, New Orleans, LA. Major area: Industrial-Organizational Psychology. Minor areas: Social Psychology, Statistics-Experimental Design, and Cognition.

**M. S.**, December, 1982, Illinois Institute of Technology, Chicago, IL. Area: Industrial-Organizational Psychology.

**B. S.**, May, 1981, Tulane University, New Orleans, LA. Major: Psychology. Cum laude.

**B. A.**, May, 1981, Tulane University, New Orleans, LA. Majors: Public Policy and Sociology. Departmental honors in Public Policy. Cum laude.

## Professional (Non-Academic) Experience

**Director of Human Resources**, Information Technology Division, NationsBank Technology and Operations Company, NationsBank, NA, Jacksonville, Florida, January, 1998 – August, 1998. [Note: NationsBank acquired Barnett Banks (see immediately below) and became Bank of America six weeks.]

**Human Resources Director/Organizational Development Consultant** (dual roles), Barnett Technologies, Inc., a subsidiary of Barnett Banks, Inc., Jacksonville, Florida, January, 1993 – January, 1998.

**Personnel Research Psychologist and Supervisor**, Human Resources Research Division, Federal Aviation Administration, Oklahoma City, Oklahoma, July, 1990 – January, 1993.

### Recent Academic Experience

**Visiting Professor**, KAPSARC School of Public Policy (KSPP), Riyadh, Kingdom of Saudi Arabia (Spring Semester, 2025). The KSPP was founded as the first institution in the Kingdom of Saudi Arabia dedicated to graduate studies and executive education in public policy.

**Professor** (2020-Present) and **Associate Dean** (2022-Present), Hobby School for Public Affairs; **Professor**, Department of Management and Leadership, Bauer College of Business (2006 to present); and **Professor**, Department of Psychology, College of Liberal Arts and Social Sciences (2006 to present), University of Houston, Houston, Texas, USA.

### Research Studies

#### **Topic: Safety/Healthy Workplaces/Stress/Well-Being**

1. Witt, L. A., Banks, C. G., & Maneethai, D. (In press). Place rights, right place: The right that all employees should have. *Research in Human Resources Management*.
2. Torres, F., Maneethai, D. M., & Witt, L. A. (2025, April). *Macro-level influences on the effects of precarious work: Healthcare policies in the United States*. Presented at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
3. Witt, L. A., & Banks, C. G. (2023, September). *Place rights and the precarious worker*. Presented at the European Organizational and Work Psychology Small Group Meeting, Glasgow, UK.
4. Witt, L. A., & Banks, C. G. (2023, September). *Meeting worker needs through place rights*. Presented at the European Organizational and Work Psychology Small Group Meeting, Ljubljana, Slovenia.
5. Banks, C. G., & Witt, L. A. (2023, November). *New building design: A Total Worker Health® opportunity*. Presented at the Work, Stress, and Health Conference, Miami.
6. Witt, L. A. (2023, August; panel presenter). *Rethinking the modern workspace: Healthy workers and expanded realities*. Presented at the annual conference of the Academy of Management, Boston.
7. Maneethai, D., Banks, C. G., Cunningham C. J. L., Hammer, L. B., & Witt, L. A. (2023, April). *Making work, work: A multidisciplinary approach*. Panel discussion at the annual conference of the Society for Industrial and Organizational Psychology, Boston.
8. Banks, C., Maslach, C., & Witt, L. A. (2022, June). *Healthy workplaces as a pathway through hectic times*. Presented at 6th International Conference on Wellbeing at Work 2022, Online (originally intended to be held in Warsaw, Poland).
9. Banks, C. G., Witt, L. A., & Augustin, S. (2022, July). *Missing link in the performance equation: The motivational effects of the physical environment*. Presented at the conference of the European Academy of Occupational Health Psychology, Bordeaux.
10. Banks, C. G., & Witt, L. A. (2022, April). *Is there a business case for healthy workplaces?* Presented at the annual conference of the Society for Industrial and Organizational Psychology, Seattle.
11. Banks, C. G., & Witt, L. A. (2021, April). *The case for a shift in strategic HR: Healthy workplaces as a benefit*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
12. Olson, M. & Witt, L. A. (2021, April). *Effects of contextual signals on presenteeism and exhaustion*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

13. Banks, C. G., & Witt, L. A. (2021). Leveraging healthy workplaces as a strategic benefit. *Journal of Total Rewards*, 30, 55-70.
14. Fulton, W., Witt, L., Fedorowicz, N., Mokrushina, K., Shelton, K., & Guajardo, L. (2021). *A tale of two health departments: Public Health in Harris County and the City of Houston*. Kinder Institute, Rice University and Hobby School for Public Affairs, University of Houston.
15. David, E. M., Shoss, M. K., Johnson, L. U., & Witt, L. A. (2020). Emotions running high: Examining the effects of supervisor and subordinate emotional stability on emotional exhaustion. *Journal of Research in Personality*, 84, Article 103885.
16. Zamanipour, T., Maneethai, D., Hotze, M. L. & Witt, L. A. (2019, May). *The effects of technology enablement and work-life balance on emotional well-being*. Presented at the European Association of Work and Organizational Psychology, Turin, Italy.
17. Sanchez, J., Johnson, L. U., Lopez, T. N., Maneethai, D., Witt, L. A., & Culhane, E. (2019, May). *Indirect effects of hazing and bullying on trust in leadership via connectedness*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Baltimore.
18. Witt, L.A., Maneethai, D., & Shoss, M. (2019, May). *Effects of abusive leadership and resilience on production deviance*. Presented at the European Association of Work and Organizational Psychology, Turin, Italy.
19. Nordan, A., Tringale, A., Olson, M., Maneethai, D., & Witt, L.A. (2018, April). *Different strokes for different folks: Network analysis of FSOP and EE in two samples*. Poster Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
20. Sublett, L. W., Penney, L. M., Johnson, L. U., Romay, S., Palmer, A. L., Bok, C., & Witt, L. A. (2017, April). *Naturally nested employees: A multilevel analysis of workplace family support*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
21. Bisbey, T., Witt, L. A., Johnson, L.U., Romay, S., Palmer, A. L., & Boyes, A. (2015, March). *Shared fate and shared strength: The effects of unit cohesion on well-being and counterproductive work behavior*. Presented at the conference of the Southwest Academy of Management, Houston.
22. David, E. M., Witt, L. A., & Shoss, M. K. (2015, August). *Do neurotic leaders wear out all employees? Supervisor-subordinate effects on emotional exhaustion*. Presented at the annual conference of the Academy of Management, Vancouver.
23. Farmer, B. A., Romay, S., Johnson, L. U., Stokes, S. M., Palmer, A. L., Joo, M. K., Roth, L. W., Crepeau, L. R., & Witt, L. A. (2014, May). *Effects of group cohesion and emotional stability on emotional exhaustion*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu.
24. Callison, K., Nelson, T. A., Witt, L. A., Farmer, B., Romay, S., & Palmer, A. (2014, August). *Instrumental aggression and abusive supervision: A test of theory*. Presented at the annual meeting of the Academy of Management, Philadelphia.
25. Zheng, D., Witt, L. A., Farmer, B. A., Wang, Z., & Romay, S. (2013, May). *The direct and indirect effects of organizational politics on emotional exhaustion: A conditional process model*. Presented at the conference of Work, Stress, and Health 2013, Los Angeles.

26. Waite, L., & Witt, L. A. (2013, April). *The effects of marathon training on job recovery*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
27. Perry, S. J., Witt, L. A., van Driel, M., Crepeau, L., & McDonald, D. (2013, April). *The effects of leadership and coworker dynamics on employee exhaustion*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
28. David, E. M., Brown, L., Avery, D. R., McKay, P., Tonidandel, S., Crepeau, L. J., van Driel, M., McDonald, D., & Witt, L. A. (2013, April). *Deep-level dissimilarity and emotional exhaustion: exploring potential moderator variables*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
29. Malka, A., Nicely, D., & Witt, L. A. (2009, April). *When do peers influence safety behavior?* Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
30. Perry, S., Krischer, M., Witt, L. A. & David, E. (2009, April). *The interactive effects of performance and emotional exhaustion on turnover*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
31. King, W. R., Perry, M., Callison, K., & Witt, L. A. (2009, April). *Fit without support: The impact of supervisor agreeableness on burnout*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
32. Witt, L. A., Perry, S. J., Rubino, C., & David, E. M. (2008, November). *Supervisor effectiveness and employee emotional exhaustion*. Presented at the annual conference of the European Academy of Occupational Health Psychology, Valencia, Spain.
33. Malka, A., David, E. M., Avery, D. R., & Witt, L. A. (2008, November). *Organizational politics and workplace safety*. Presented at the annual conference of the European Academy of Occupational Health Psychology, Valencia, Spain.
34. Perry, S. J., Witt, L. A., Lukesyte, A., & Stewart, R. (2008, November). *Does the "right personality" protect public safety personnel in incident response?* Presented at the annual conference of the European Academy of Occupational Health Psychology, Valencia, Spain.
35. Perry, S. J., Volpone, S., & Witt, L. A. (2008, August). *Coping with the constraints of self-employment: A person-situation model of entrepreneurial burnout*. Presented at the annual conference of the Academy of Management, Anaheim.
36. Perry, S. J., Witt, L. A., & Dilmore, G. L. (2008, August). Human interoperability in disaster response: Many minds, one goal. In A. Woolsley (Chair), *Teams, terrorism-prevention and disaster response: Identifying the conditions for effectiveness*. Presented at the annual conference of the Academy of Management, Anaheim.
37. David, E., Callison, K., Witt, L. A. (2008, April). Person-situation effects on work interference with family: Modeling complex relationships. In T. Britt (Chair), *Implementing strong research designs in the work-family interface*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
38. David, E., Witt, L. A., Carlson, D., Malka, A., & Weinberger, E. (2007, November). *The effects of agreeableness and perceived organizational support on family-to-work enrichment*. Presented at the annual conference of the Southern Management Association, Nashville.

39. Witt, L. A. (2007, February). *Work-family conflict and occupational health psychology*. Presented at the annual conference of the Southeastern Psychological Association, New Orleans.
40. Witt, L. A., & Carlson, D. (2006). The work-family interface and job performance: Moderating effects of conscientiousness and perceived organizational support. *Journal of Occupational Health Psychology, 11*, 343-357.
41. Zivnuska, S., & Witt, L. A. (2005, April). *Not-so-random acts of kindness: The interactive effects of impression management and motives on interpersonal citizenship behaviors*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles.
42. Witt, L. A., & Carlson, D. (2004, August). *When is work-family conflict related to job performance?* Academy of Management, New Orleans.
43. Carlson, S., & Witt, L. A. (2004, April). *Work-family interface and job performance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
44. Cone, R. E., & Witt, L. A. (2001, March). *Management support for safety and organizational satisfaction*. Presented at the annual conference of the Southwest Academy of Management, New Orleans.
45. Witt, L. A. (1999, April). *This job is too much: Emotional labor on the job*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta.
46. Thompson, R. C., Hilton, T. F., & Witt, L. A. (1998). Where the safety rubber meets the shop floor: A confirmatory model of management influence on workplace safety. *Journal of Safety Research, 29*, 15-24.
47. Schroeder, D. J., Rosa, R. R., & Witt, L. A. (1998). Some effects of 8- vs. 10-hour work schedules on the test performance/alertness of air traffic control specialists. *Journal of Industrial Ergonomics, 21*, 307-321.
48. Hilton, T. F., Witt, L. A., & Hellman, C. M. (1994, June). *Management influences on perceived safety conditions*. Presented at the annual conference of the American Psychological Society, Washington, D. C.
49. Joy, V. L., & Witt, L. A. (1992, May). *The effect of family status on job satisfaction and equity*. Presented at the annual conference of the Midwestern Psychological Association, Chicago.
50. Witt, L. A., & Joy, V. L. (1992, May). *Occupational commitment, negative affect, and perceptions of fairness*. Presented at the annual conference of the Midwestern Psychological Association, Chicago.
51. Witt, L. A., & Broach, D. (1992, April). *Longitudinal job satisfaction among air traffic controllers*. Presented at the annual conference of the Eastern Psychological Association, Boston.

**Topic: Professional Success**

1. Witt, L. A. (In press). Co-authoring and collaborating. In N. Bowling, A. Zhou, and M. Shoss (Eds.), *How to Get Published in the Best Industrial-Organizational Psychology Journals*, New York: Edward Elgar.
2. McPhail, M., Witt, L. A., Banks, C. G., Mueller, L., & Sinar, E. (2025, April). *Future fusion: Collaborative horizons in I-O psychology*. Presented at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

3. Tringale, A. B., Milam, A., Moffett, R., Porter, C., Thomas, C., & Witt, L. A. (2023, April). *The different faces of academia*. Panel discussion at the annual conference of the Society for Industrial and Organizational Psychology, Boston.
4. Witt, L. A. (August, 2000). Building a competitive vita and portfolio. Presented during the New Doctoral Students Consortium at the annual conference of the Academy of Management, Toronto.
5. Johnson, L. U., Thomas, C. L., David, E., Witt, L. A., Penney, L. M., Brown, S. G., Culhane, E., Hardy, J. H., Hetrick, A. L., Cushenbery, L., Hunter, S. T., Maneethai, D., Sanchez, J., Odeh, A., Lopez, T. N., Umana, A., Grambo, T., Hall, C. E. (2019, May). *Running the Lab (Or Not): Best Practices for Student-Faculty Research Collaborations*. (Consortia presentation). Presented at the annual conference of the Society for Industrial and Organizational Psychology, Baltimore.

### **Topic: Ethical Behavior**

1. Witt, L. A. & Maneethai, D. M. (2025, May). *Transforming organizational culture through moral foundations*. Presented at the European Academy of Psychology conference, Prague.
2. Zheng, D., Witt, L. A., Waite, E., David, E. M., van Driel, M., McDonald, D. P., Callison, K. R., & Crepeau, L. J. (2015). Effects of ethical leadership on emotional exhaustion in high moral intensity situations. *Leadership Quarterly*, 26, 732–748.
3. Zheng, D., Callison, K., Witt, L. A., Farmer, B., Johnson, L., Romay, S. & Palmer, A. L. (2014, August). *Effects of organizational ethics and organizational constraints on emotional exhaustion*. Presented at the annual meeting of the Academy of Management, Philadelphia.
4. Penney, L. M., Atwater, L., & Witt, L. A. (2013, November). *The effects of ethical leadership and peer abusive behavior on individual abusive behavior*. Presented at the annual conference of the Southern Management Association, New Orleans.
5. Zheng, D., Witt, L. A., Crepeau, L., van Driel, M., McDonald, D., & Waite, L. (2013, April). *Effects of ethical leadership on exhaustion: A conditional process model*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
6. Witt, L. A., & Silver, N. C. (1994). The effects of social responsibility and satisfaction on extra-role behaviors. *Basic and Applied Social Psychology*, 15, 329-338.
7. Hellman, C. M., Witt, L. A., & Silver, N. C. (1992, March). *Social responsibility, dispositional affect, and self-actualization*. Presented at the Southeastern Psychological Association, Knoxville.
8. Witt, L. A., Olson, K., & Silver, N. C. (1991, April). *Social responsibility as a moderator of the satisfaction-extra-role behaviors relationship*. Presented at the annual conference of the Southwestern Psychological Association, New Orleans.

### **Topic: Leadership**

1. Witt, L. A. (Chair), Waite, L., Shoenfelt, E. L., & Bernstein, A. F. (2024, April). *I-O psychology in sport contexts: Perspectives from experts bridging the fields*. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
2. Tringale, A. B., Nordan, A., Johnson, L. U., Polk, L. G., & Witt, L. A. (2017, April). *Goal-focused leadership and safety non-compliance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.

3. Johnson, L. U., Bok, C. J., Bisbey, T., & Witt, L. A. (2017). Systemic awareness modeling: A synthesis of strategic HR decision-making practices *Research in personnel and human resources management*, 35, 287-325.
4. Witt, L. A., West, A. L., & Martir, A. B. (2016, April). *Big data, big business, and big brother? Debating identified surveys*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim.
5. Johnson, L. U., Witt, L. A., Romay, S., Virgets, A., & Childers, O. (2015, August). *Effects of leader situational awareness on subordinate non-compliance*. Presented at the annual conference of the Academy of Management, Vancouver.
6. Virgets, A., Farmer, B., Palmer, A. L., Bisbey, T., Boyes, A., Callison, K., McDonald, D. P., & Witt, L. A. (2015, April). *Leader cross-cultural competence and job attitudes*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.
7. Callison, K. R., Atwater, L., Witt, L. A., Kyoung, Y., Longacre, T., Zheng, D., & Latheef, Z. (2014, May). *Core self-evaluations and abusive supervision: A conditional process model*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu.
8. Virgets, A. Witt, L. A., Romay, S. Childers, O. K., Johnson, L. U. (2013, November). *Do clueless servant leaders deter slackers?* Presented at the annual conference of the Southern Management Association, New Orleans.
9. Hunter, E. M., Neubert, M., Perry, S. J., Witt, L. A., Penney, L. M., & Weinberger, E. (2013). Servant leaders inspire servant followers: Antecedents and outcomes for employees and the organisation. *Leadership Quarterly*, 24, 316-321.
10. Waite, L. & Witt, L. A. (2012, April). *Thumbing your nose at the boss: The downside of cohesion*. Presented at the conference of the Society for Industrial and Organizational Psychology, San Diego.
11. Hunter, E. M., Neubert, M., Perry, S. J., Weinberger, E. L., Penney, L. M., Witt, L. A., & Walther, L. (2011, April). A conceptual and empirical exploration of leader virtues. In R. Hackett and G. Wang (chairs), *The virtues of servant leadership*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.
12. Dubin, D. F., Krischer, M., & Witt, L. A. (2010, April). *The efficacious employee: The effects of mentorship and supervisor fit*. Presented at the conference of the Society for Industrial and Organizational Psychology, Atlanta.
13. Perry, S. J, Witt, L. A. Penney, L. M., & Atwater, L. (2010). The downside of goal-focused leadership: The role of personality in subordinate exhaustion. *Journal of Applied Psychology*, 95, 1145-1153.
14. Luksyte, A., & Witt, L. A. (2009, June). *Does task performance lead to a pay raise? Only if your boss likes you*. Presented at the conference of the International Human Resources Management, Santa Fe, New Mexico.
15. Perry, S. J, Penney, L. M., & Witt, L. A. (2009, August). *The downside of goal-focused leadership: Exploring the burnout effect among unmotivated workers*. Presented at the annual conference of the Academy of Management, Chicago.
16. David, E. M., Elliott, M., Avery, D., & Witt, L. A. (2009, April). *How supervisor-subordinate racioethnic similarity and emotional exhaustion affect organizational commitment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

17. Colbert, A. E., & Witt, L. A. (2009). The role of goal-focused leadership in enabling the expression of conscientiousness. *Journal of Applied Psychology, 94*, 790-796.
18. Carlson, D. S., Witt, L. A., Zivnuska, S., Kacmar, K. M., & Grzywacz, J. G. (2008). Supervisor appraisal as the link between family-work balance and contextual performance. *Journal of Business and Psychology, 23*, 37-49.
19. Witt, L. A. (2005, August). *Interactive effects of perceived organizational support and general mental ability on performance*. Presented at the annual conference of the Academy of Management, Honolulu.
20. Witt, L. A. (2005, August). *Effective leadership enables conscientious workers to perform effectively*. Presented at the annual conference of the Academy of Management, Honolulu.
21. Kacmar, K. M., Witt, L. A., Zivnuska, S., & Gully, S. (2003). The impact of leader-member exchange on communication type, frequency, and performance ratings. *Journal of Applied Psychology, 88*, 764-772.
22. Kacmar, K. M. & Witt, L. A. (1998, November). The interactive effects of leader-member exchange and frequency of interaction on job performance. Presented at the annual conference of the Southern Management Association, New Orleans.
23. Witt, L. A., & Silver, N. C. (1995, April). *Leader intolerance of wave-makers: Influences on team politics and performance*. Presented at the Southwestern Psychological Association meeting, San Antonio.
24. Witt, L. A. (1995). Influences of supervisor behaviors on the levels and effects of workplace politics. In R. Cropanzano and M. Kacmar (Eds.), *Organizational politics, justice, and support: Managing social climate at work* (pp. 37-53). Quorum Press: Westport, CT.
25. Silver, N. C., Witt, L. A., & Hellman, C. M. (1993, March). *Person-situation predictors of perceived performance appraisal fairness*. Presented at the annual conference of the Southeastern Psychological Association, Atlanta.
26. Witt, L. A., & Nye, L. G. (1992, May). *Goal congruence and job attitudes revisited*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Montreal.
27. Witt, L. A., & Hellman, C. M. (1992, March). *Effects of subordinate feedback to the supervisor and participation in decision-making in the prediction of organizational support*. Presented at the annual conference of the Southwest Academy of Management, San Antonio.
28. Witt, L. A. (1991, May). *Participation in decision-making and job satisfaction: Fair outcomes make a difference*. Presented at the annual conference of the Midwestern Psychological Association, Chicago.
29. Schroeder, D. J., Witt, L. A., Nye, L. G., & Myers, J. G. (1991, June). *Supervisory support and job-related stress as predictors of burnout*. Presented at the annual conference of the American Psychological Society, Washington, D. C.

**Topic: Job Performance and Counter-Productive Behavior**

1. Fedorowicz, N., Maneethai, D., Romay, S., Witt, L. A., & Callison, K. (2022, July). *Effects of incivility on voice behaviour*. Presented at the conference of the European Academy of Occupational Health Psychology, Bordeaux.



2. Johnson, L. U., Maneethai, D., Lopez, T., & Witt, L. A. (2021, April). *Antecedents of workplace code-switching*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
3. Tringale, A.M., Fedorowicz, N., Simcox, C., Penney, L., Atwater, L., & Witt, L.A. (2019, May). *How coworker competence and support influence engagement and contextual performance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Baltimore.
4. Joiner, L. C., Johnson, L. U., Ingles, D. J., Polk, L. G., Tringale, A. B., Rigby, J., & Crepeau, L., & Witt, L. A. (2017, April). *When in Rome: The effects of coworker abusive behavior*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
5. Romay, S., Witt, L. A., Johnson, L. U., Palmer, A. L., Childers, O., Roberts, Z., Boyes, A., Bisbey, T., McDonald, D. P., Crepeau, L. J., Callison, K., & Roth, L. W. (2015, April). *Effects of unit personality and climate on unit turnover intentions*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.
6. Joo, M. K., & Witt, L. A. (2015, April). *Effects of abusive supervision on emotional exhaustion and production deviance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.
7. Romay, S., Witt, L. A., Johnson, L. U., Virgets, A., & Roth, L. (2015, April). *Deal or no deal: Reducing production deviance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia. .
8. Sweet, K., Witt, L. A., & Krischer, M. (2015). The interactive effects of leader-member exchange and perceived organizational support on employee adaptive performance. *Journal of Organizational Psychology*, 15, 49-62.
9. Wilson, R., Perry, S. J., Witt, L. A., & Griffeth, R. W. (2015). The exhausted short-timer: Leveraging autonomy to engage in production deviance. *Human Relations*, 68, 1693-1711.
10. David, E., Avery, D., Witt, L. A., & McKay, P. (2015). A time-lagged investigation of the impact of coworker behavior on the effects of demographic dissimilarity. *Journal of Organizational Behavior*, 36, 582-606.
11. Callison, K. R., Nelson, T. A., Johnson, L., Stokes, S. M., & Witt, L. A. (2014, May). *No more excuses: Supervisory excuses and employee production deviance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu.
12. Childers, O., Witt, L. A., Campion, J. E., Virgets, A., Johnson, L. U., & Romay, S. (2014, May). *Because nice matters: The effects of abusive supervision on deviance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu.
13. Roth, L. W., Witt, L. A., Johnson, L., Romay, S., & Farmer, B. (2013, April). Seek, and ye shall adapt. In D. Jundt and M. Shoss (Chair), *Adaptive performance: Unpacking the black box*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
14. Oki, T., Penney, L. M., Witt, L. A., & Wilson, R. (2012, April). *Social factors that impact employee physical engagement*. Presented at the conference of the Society for Industrial and Organizational Psychology, San Diego.

15. David, E., Avery, D. R., & Witt, L. A. (2011, April). *Standing out and blending in: Interactive effects predicting employee withdrawal*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.
16. Witt, L. A., David, E., & van Driel, M. (2011, April). *Ship climate and ship performance*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.
17. Krischer, M., Witt, L. A., & Vera, D. (2011). When does adaptive performance lead to higher task performance? *Journal of Organizational Behavior*, 33, 910-924.
18. Wilson, R., Perry, S. J., Griffeth, R. W., Roth, L. W., & Witt, L. A. (2010, April). *Short-timer syndrome: The downside of autonomy*. Presented at the conference of the Society for Industrial and Organizational Psychology, Atlanta.
19. Krischer, M., & Witt, L. A. (2010, April). *Achieving adaptive performance in the workplace: The compensatory effects of general mental ability and adaptive leadership*. Presented at the conference of the Society for Industrial and Organizational Psychology, Atlanta.
20. Perry, S., Dubin, D., & Witt, L. A. (2010). The interactive effect of extraversion and extraversion dissimilarity on emotional exhaustion: A test of the asymmetry hypothesis. *Personality and Individual Differences*, 48, 634-639.
21. Perry, S. J., Hunter, E. M., Witt, L. A., & Harris, K. (2010). P = f (Ability x Conscientiousness): Examining the facets of conscientiousness. *Human Performance*, 23, 343-360.
22. Lukesyte, A., & Witt, L. A. (2009, April). *When does task performance lead to a pay raise?* Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
23. David, E. M. & Witt, L. A. (2009). The effects of organizational citizenship behavior and general mental ability on task performance. *Revista de Psihologie Aplicată*, 10, 7-13.
24. David, E., & Witt, L. A. (2008, March). *Is there a curvilinear relationship between OCB and task performance?* Presented at the annual conference of the Southwest Academy of Management, Houston.
25. Rogers, A., Stewart, R., & Witt, L. A. (2008, April). *Effects of politics, emotional stability, and LMX on job dedication*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
26. Malka, A., Witt, L. A., David, E., & Weinberger, E. (2008, April). *Effects of GMA and leadership on task and contextual performance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
27. Witt, L. A., & Penney, L. M. (2006, August). *Situational and individual differences predictors of high-maintenance behavior*. Presented at the annual conference of the American Psychological Association, New Orleans.
28. Witt, L. A., & Andrews, M. C. (2006, August). *The predisposition to engage in interpersonal deviance at work*. Presented at the annual conference of the Academy of Management, Atlanta. Published in the best paper proceedings.
29. Hochwarter, W., A., Witt, L. A., Treadway, D. C., & Ferris, G. A. (2006). Interaction of organizational support and social skill on job performance. *Journal of Applied Psychology*, 91, 482-489.
30. Witt, L. A. (2005, August). *Person-situation predictors of adaptive performance*. Presented at the annual conference of the Academy of Management, Honolulu.

31. Wilson, J. W., & Witt, L. A. (2005, April). *Effects of perceived organizational support and perfectionism on citizenship behavior*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles.
32. Harris, K., Kacmar, K. M., & Witt, L. A. (2005). An examination of the curvilinear relationship between leader-member exchange and intent to turnover. *Journal of Organizational Behavior*, 26, 1-16.
33. Witt, L. A., & Mount, M. K. (2004, April). *The affective-cognitive process and situational influences underlying interpersonal facilitation*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
34. Harris, K., Kacmar, K. M., & Witt, L. A. (2004, April). *An examination of the curvilinear relationship between leader-member exchange and intent to turnover*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
35. Colbert, A. E., Mount, M. K., Harter, J. K., Witt, L. A., & Barrick, M. R. (2004). Interactive effects of personality and situation on workplace deviance. *Journal of Applied Psychology*, 89, 599-609.
36. Colbert, A., Witt, L. A., & Mount, M. K. (2003, April). *Interactive effects of organizational support and agreeableness on interpersonal deviance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando. This paper won the Flanagan Award.
37. Witt, L. A. (2002, November). *Technology professional personality and contextual performance*. Presented at the annual conference of the Southern Management Association, Atlanta.
38. Witt, L. A., & Farmer, W. L. (2002, June). *Maier's (1955) ability-motivation interaction hypothesis revisited*. Presented at the annual conference of the American Psychological Society, New Orleans.
39. Witt, L. A., & Mount, M. K. (2002, April). *The joint relationship of emotional stability and perceived organizational support with interpersonal facilitation*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto.
40. Kolodinsky, R. W., Grant, A. T., Witt, L. A., Kacmar, K. M., & Ferris, G. R. (2001, November). *Competing perspectives on the role of understanding in the organizational politics perceptions - job performance relationship: the "antidote" versus "distraction" hypotheses*. Presented at the annual conference of the Southern Management Association, New Orleans.
41. Witt, L. A., & Farmer, W. L. (2001, March). *Age and job attitudes*. Presented at the annual conference of the Southwest Academy of Management, New Orleans.
42. Hochwarter, W. A., Zivnuska, S., Perrewé, P. L., Kiewitz, C., Witt, L. A., & Brymer, R. (2000, November). *What is too much or too little? The curvilinear effects of job tension on turnover intent, value attainment, and job satisfaction*. Presented at the annual conference of the Southern Management Association, Orlando.
43. Hochwarter, W. A., Kiewitz, C., Gundlach, M. J., & Witt, L. A. (2000, November). *The impact of vocational and social efficacy on job performance*. Presented at the annual conference of the Southern Management Association, Orlando.
44. Witt, L. A. & Silver, N. C. (2000, March). *Person-job misfit in the prediction of call volume performance*. Presented at the annual conference of the Southeastern Psychological Association, New Orleans.

45. Witt, L. A. (1999, April). *Understanding retention risks: Individual and situational influences*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta.
46. Witt, L. A., & Voss, L. (1995, May). *Person-organisation fit, customer focus, and commitment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
47. Witt, L. A., & Silver, N. C. (1995, April). *Team politics and person-organisation fit predicting team cohesiveness*. Presented at the Southeastern Psychological Association meeting, Savannah.
48. Witt, L. A., & Silver, N. C. (1994, March). *Effects of fairness and exchange ideology on organizational citizenship behaviors*. Presented at the 40th annual conference of the Southeastern Psychological Association, New Orleans.
49. Witt, L. A., Hellman, C. M., & Rickman, C. (1994, April). *How to overcome low team cohesion to help job satisfaction*. Presented at the Southwest Business Symposium, Edmond, Oklahoma.
50. Hellman, C. M., Witt, L. A. & Hilton, T. F. (1993, May). *Member-team exchange quality and commitment to matrix teams*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
51. Witt, L. A., Hilton, T. F., & Hellman, C. M. (1993, March). *Person-organisation fit and job satisfaction: A social exchange perspective*. Presented at the annual conference of the Southwest Academy of Management, New Orleans.
52. Witt, L. A. (1992, June). *Disposition vs. situational correlates of job satisfaction*. Presented at the annual conference of the American Psychological Society, San Diego.
53. Witt, L. A. (1992, August). *Perceptions of the situation, positive affect, and altruism organisation citizenship behaviors*. In M. A. Konovsky (Symposium Chair), *Innovative and Spontaneous Behavior: Performance Beyond Role Requirements*. Presented at the annual conference of the Academy of Management, Las Vegas.
54. Witt, L. A. (1992, April). *Procedural justice and commitment to the occupation and organisation*. Presented at the annual conference of the Eastern Psychological Association, Boston.
55. Witt, L. A. (1991, May). *Alienation among research scientists revisited*. Presented at the annual conference of the Midwestern Psychological Association, Chicago.
56. Witt, L. A., & Broach, D. M. (1991, June). *Exchange ideology as a moderator of the procedural justice-satisfaction relationship*. Presented at the annual conference of the American Psychological Society, Washington, D. C.
57. Witt, L. A. (1991, April). *Exchange ideology, job attitudes, and organizational citizenship behaviors*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, St. Louis.
58. Wilson, J. W., & Witt, L. A. (1989, April). *The moderating effect of job satisfaction on the relationship between equity and extra-role behavior*. Presented at the annual conference of the Midwest Division of the Academy of Management, Columbus.
59. Witt, L. A. (1988, June). *Organisation and work group climate for productivity: Components of the psychological aspects of organizational productivity*. Presented at the Centar Za Permanentno Obrazovanje in the session, "Psiholoski Aspekti Organizacione Efikasnosti." Kragujevac, Yugoslavia.

60. Witt, L. A. (1986, November). *Managing climate for productivity*. Presented at the annual conference of the Association of Human Resources Management and Organizational Behavior, New Orleans, LA.
61. Witt, L. A., & Kemery, E. R. (1986, March). *Organizational climate for productivity*. Presented at the annual conference of the Southeastern Psychological Association, Orlando, FL.
62. Witt, L. A., & Kemery, E. R. (1985, March). *Examination of cross-level inferences in organizational climate for productivity*. Presented at meeting of the Southeastern Psychological Association, Atlanta, Georgia.

**Topic: Organizational Culture/Climate**

1. Fedorowicz, N., Zamanipour, T., Olson, M., Witt, L.A., & Horn, C. (2020, June). *Effects of Climate and Core Self-Evaluations on Citizenship Behaviors*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
2. David, E. M., Avery, D. R., Witt, L. A., Tonidandel, S., Brown, L., McKay, P., & Crepeau, L. (2019). Helping misfits to commit: How justice climate attenuates the effects of personality dissimilarity on organizational commitment. *Journal of Business & Psychology, 34*, 503-517.
3. Fedorowicz, N., Tringale, A., Bisbey, T., Nordan, A., Palmer, A., Samaniego, C., & Witt, L. A. (2018, April). *Exit, voice, and loyalty among women faculty*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
4. Bisbey, T., Sublett, L. W., Johnson, L. U., Romay, S., Palmer, A. L., Bok, C., Tringale, A. B., Penney, L. M., & Witt, L. A. (2017, April). *The role of idiosyncratic deals in building affective commitment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
5. Johnson, L. U., Rogers, A., Stewart, R. David E. M., and Witt, L. A. (2017). Effects of politics, emotional stability, and LMX on job dedication. *Journal of Leadership and Organizational Studies, 24*, 121-130.
6. David, E. M., van Driel, M., Witt, L. A., & Crepeau, L. (2013, April). The effects of leader cross-cultural competence on cross-cultural compliance. In J. A. Gallus, M. R. Zbylut, and M. van Driel (Chair), *Come hell or high water: Leading in challenging cross-cultural contexts*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
7. Wilson, I., Penney, L. M., & Witt, L. A. (2012, April). *The personality to persevere: Personality, stressors, and emotional exhaustion*. Presented at the conference of the Society for Industrial and Organizational Psychology, San Diego.
8. Mirza, C., Wang, Z., Wilson, I., Zheng, D., & Witt, A. (2011, August). *Matrix team activities and team commitment: Cohesiveness as a mediator*. Presented at the conference of the American Psychological Association, Washington, D.C.
9. Waite, L., Zheng, D., Brothers, S., & Witt, L. A. (2010, June). *The buffering effect of goal congruence on the relationship between organizational constraints and engagement*. Presented at the conference of the Institute for Work Psychology, Sheffield, England.
10. Krischer, M., Waite, E., & Witt, L. A. (2010, August). *Antecedents of perceived supervisor support: A multilevel investigation*. Presented at the annual conference of the Academy of Management, Montreal.
11. Stewart, R., David, E. M., Krischer, M. M., & Witt, L. A. (2009, April). Instrumental and affective antecedents of POS. In Z. Byrne (chair), *Perceived organizational support: New*

- perspectives*. Symposium Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
12. Dubin, D., Perry, S., & Witt, L. A. (2009, April). *Emotionally exhausted extroverts: Workgroup composition impacting emotional exhaustion*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
  13. Sady, K., Dubin, D. F., Mehta, P., & Witt, L. A. (2008, April). *Reassessing organizational climate: A multilevel, latent variable formulation*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
  14. Hochwarter, W., Perrewé, P., Meurs, J., & Witt, L. A. (2006, May). *Work-induced guilt and conservation of resources on satisfaction*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
  15. Valle, M. P., & Witt, L. A. (2001). The moderating effect of teamwork perceptions on the organizational politics-job satisfaction relationship. *Journal of Social Psychology, 141*, 379-388.
  16. Witt, L. A., Kacmar, K. M., & Andrews, M. C. (2001). The interactive effects of procedural justice and exchange ideology on manager-rated organizational commitment. *Journal of Organizational Behavior, 22*, 505-515.
  17. Hochwarter, W. A., Ferris, G. R., Perrewé, P. L., Witt, L. A., & Kiewitz, C. (2001). A note on the nonlinearity of the age-job satisfaction relationship. *Journal of Applied Social Psychology, 31*, 1223-1237.
  18. Witt, L. A., Hochwarter, W. A., Hilton, T. F., & Hellman, C. M. (1999). Team-member exchange and commitment to a matrix team. *Journal of Social Behavior and Personality, 14*, 63-74.
  19. Witt, L. A. (1993). Reactions to work assignment as predictors of organizational commitment: The moderating effect of occupational identification. *Journal of Business Research, 26*, 17-30.
  20. Witt, L. A., & Broach, D. M. (1993). Exchange ideology as a moderator of the procedural justice-satisfaction relationship. *Journal of Social Psychology, 133*, 97-103.
  21. Witt, L. A. (1993). Alienation among research scientists. *Journal of Social Psychology, 133*, 133-140.
  22. Witt, L. A., & Myers, J. G. (1992). Perceived environmental uncertainty and participation in decision-making in the prediction of fairness of personnel decisions. *Review of Public Personnel Administration, 12*, 47-56.
  23. Witt, L. A., & Nye, L. G. (1992). Gender and the relationship between perceived fairness of pay/promotion and job satisfaction. *Journal of Applied Psychology, 77*, 910-917.
  24. Witt, L. A., & Hellman, C. M. (1991, October). *Job satisfaction predicting attrition intentions: A cross-level study*. Presented at the annual conference of the Military Testing Association, San Antonio.
  25. Witt, L. A. (1991, May). *Multi-level inferences in organizational commitment*. Presented at the annual conference of the Midwestern Psychological Association, Chicago.
  26. Ramer, J. K., Witt, L. A., & Silver, N. C. (1991, March). *The relationship between role stressors and involvement in the organizational communication network*. Presented at the annual conference of the Southeastern Psychological Association, New Orleans.
  27. Witt, L. A. (1991, April). *Role ambiguity and disposition predicting perceptions of environmental uncertainty*. Presented at the annual conference of the Southwestern Psychological Association, New Orleans.

28. Witt, L. A., & Myers, J. G. (1991, April). *Perceived environmental uncertainty and participation in decision-making predicting equity*. Presented at the annual conference of the Southwestern Psychological Association, New Orleans.
29. Witt, L. A., & Brkovic, A. (1991, April). *PDM and organizational communication: The moderating effect of equity*. Presented at the annual conference of the Southwestern Psychological Association, New Orleans.
30. Witt, L. A. (1991, April). *Job satisfaction and interpersonal values: The moderating effect of locus of control*. Presented at the annual conference of the Southwestern Psychological Association, New Orleans.
31. Witt, L. A., & Wilson, J. W. (1991). The moderating effect of job satisfaction on the relationship between equity and extra-role behavior. *Journal of Social Psychology, 131*, 247-252.
32. Witt, L. A., & Beorkrem, M. N. (1991). Satisfaction with initial work assignment and organizational commitment. *Journal of Applied Social Psychology, 21*, 1783-1792.
33. Leaf, B. A., & Witt, L. A. (1990, March). Importance of pay satisfaction when you choose your work. Presented at the annual conference of the Eastern Psychological Association, Philadelphia.
34. Wilson, J. W., Witt, L. A., & Silver, N. C. (1990, March). Breadwinning status as a moderator of the equity-job satisfaction relationship. Presented at the annual conference of the Southeastern Psychological Association, Atlanta.
35. Witt, L. A., & Silver, N. C. (1990, April). Procedural justice as a predictor of organizational commitment: A test of Tyler's group value model. Presented at the annual conference of the Southwestern Psychological Association, Dallas.
36. Witt, L. A., & Dansby, M. R. (1990, April). Person-situation effects in the prediction of organizational commitment. Presented at the Psychology in the Department of Defense Symposium, Colorado Springs.
37. Witt, L. A., & Silver, N. C. (1990, April). Perceptions of organizational effectiveness and work satisfaction. Presented at the annual conference of the Southwestern Psychological Association, Dallas.
38. Witt, L. A., & Farmer, W. L. (1990, April). Negative affect vs. job characteristics predicting satisfaction and commitment. Presented at the annual conference of the Society for Industrial-Organizational Psychology Association, Miami.
39. Witt, L. A., & Silver, N. C. (1990, April). Consequences of participation in decision-making: When less is more. Presented at the annual conference of the Southeastern Psychological Association, Atlanta.
40. Bross, S. L., & Witt, L. A. (1989, March). *Position and equity perceptions*. Presented at the annual conference of the Southeastern Psychological Association, Washington, D. C.
41. Witt, L. A., & Beorkrem, M. N. (1989, August). *Satisfaction with initial work assignment and organizational commitment*. Presented at the annual conference of the American Psychological Association, New Orleans.
42. Bross, S. L., & Witt, L. A. (1989, April). *Perceived equity of benefits and pay among state university employees*. Presented at the annual conference of the Midwest Division of the Academy of Management, Columbus.
43. Witt, L. A., & Silver, N. C. (1989, April). *Organizational support as a predictor of organizational satisfaction: Disposition differences*. Presented at the annual conference of the Southwestern Psychological Association, Houston.

44. Witt, L. A. (1989, April). *Job attitudes among Yugoslav workers as a function of role in self-management*. Presented at the annual conference of the Society for Industrial-Organizational Psychology, Boston.
45. Witt, L. A. (1989). Person-situation effects in the explanation of self-presentation on the job: An examination of locus of control and psychological climate. *Journal of Social Behavior and Personality*, 4, 521-530.
46. Witt, L. A., & Beorkrem, M. N. (1989). Climate for creative productivity as a predictor of research usefulness and organizational effectiveness in an R&D organisation. *Creativity Research Journal*, 2, 30-40.
47. Witt, L. A. (1988, May). *Efekti licnost-situacija i razlike u polu pri predvidjanju socijalne odgovornosti*. Presented at the ninth quadrennial Kongress of Psychology of Yugoslavia, Vrnjacka Banyja, Yugoslavia.
48. Urban, M. S., & Witt, L. A. (1988, April). *An information processing explanation for the self-serving bias effect in group member attributions of success and failure: Implications for self-assessment of performance*. Presented at the annual conference of the Midwestern Academy of Management, Toledo, Ohio.
49. Witt, L. A. (1988). Breadwinner vs. non-breadwinner differences in married women's job satisfaction and perceptions of organizational climate. *Human Relations*, 41, 483-491.
50. Witt, L. A., & McGarvey, D. A. (1986, March). *Self-presentation on the job: Choice of job title*. Presented at the annual conference of the Southeastern Psychological Association, Orlando, FL.
51. Witt, L. A. (1984, April). *Organizational culture: Training for long-term change*. Presented at the I/O and OB Graduate Student Convention, Virginia Beach, VA.
52. Witt, L. A., & Steinhaus, S. D. (1983, March). *Organizational culture as a tool for managing organisations*. Presented at the I/O and OB Graduate Student Convention, Chicago, IL.

### **Topic: Personality at Work**

1. Palmer, A. L., Thomas, C. L., Romay, S., Johnson, L., & Witt, L. A. (2016, April). *Safe and sound at work: The role of positive affectivity*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim.
2. Krischer, M., Witt, L. A., & Callison, K. R. (2015). Effects of other-oriented perfectionism and conscientiousness on helping at work. *Applied Psychology: An International Review*, 64, 233-251.
3. Witt, L. A. (2013, April). We've come a long way since 1991. In C. Robie (Chair), *Advances in the use of personality to predict workplace criteria*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
4. Witt, L. A., & Shoss, M. (2013, April). Considering trait interactions: A configural approach to personality. In N. Christiansen (Chair), *Personality at work: Expanding the nomological net*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
5. Witt, L. A., & Krischer, M. (2013). The configural nature of the five-factor model. In R. Tett and N. Christiansen, *Handbook of Personality at Work* (pp. 392-418). New York: Routledge.
6. Perry, S. J., Lorinkova, S., & Witt, L. A. (2010, April). Emotional stability and conscientiousness as moderators of the virtuality-performance relationship. In S. J. Perry and L. A. Witt (Chairs), *Predicting virtual team effectiveness: Focusing on the micro-*



- level. Presented at the conference of the Society for Industrial and Organizational Psychology, Atlanta.
7. Krischer, M. & Witt, L. A. (2009, April). Other-oriented perfectionism and task-focused interpersonal citizenship behavior. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
  8. Perry, S. J., Hunter, E. M., Witt, L. A., & David, E. M. (2008, April). *Personality and performance in web-based training*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
  9. Penney, L. M. & Witt, L. A. (2008, April). *Effects of conscientiousness and agreeableness on employee reactions to constraints*. Presented in the best poster session at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
  10. Kieffer, S., Witt, L. A., & Perry, S. (2007, May). *Effectively supporting your co-workers: Conscientiousness is not enough*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York City.
  11. Witt, L. A., Harris, K. J., & Kacmar, K. M. (2006, May). LMX activates conscientiousness. In P. Waddington (Chair), *Personality at work: New applications of Trait Activation Theory*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
  12. Harris, K. K., & Witt, L. A. (2006, August).  $P = f(\text{Ability} \times \text{Conscientiousness})$ : *Examining the facets of conscientiousness*. Presented at the annual conference of the Academy of Management, Atlanta.
  13. Witt, L. A., & Kacmar, K. M. (2005, November). Achievement motivation and adaptive performance. Presented at the annual conference of the Southern Management Association Charleston, South Carolina.
  14. Hochwarter, W. E., & Witt, L. A. (2004, April). *Perceived support and performance: Relationships across levels of cynicism*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
  15. Witt, L. A., Kacmar, K. M., Burke, L. A., & Harris, K. (2004, April). *Impact of situation strength on emotional stability-work outcomes relationships*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
  16. Burke, L. A., & Witt, L. A. (2004). Personality and high-maintenance behavior. *Journal of Business and Psychology*, 18, 349-363.
  17. Douglas, S., Witt, L. A., & Aquino, K. (2003, November). *Identity threat and interpersonal deviance in the workplace: the moderating influences of openness to experience and extroversion*. Presented at the Southern Management Association 2003 conference, Clearwater Beach, Florida.
  18. Witt, L. A. & Jones, J. W. (2003, April). *Very particular people quit first*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
  19. Andrews, M. C., Witt, L. A., & Kacmar, K. M. (2003, April). *Extraversion and interpersonal deviance on the job*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
  20. Witt, L. A. (2003, April). Conscientiousness may not be enough. In K. Orvis (chair), *Spotting the trees: Beyond the Big Five in predicting performance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
  21. Witt, L. A. (2002, June). *Extroversion and problem behavior on the job*. Presented at the annual conference of the American Psychological Society, New Orleans.

22. Witt, L. A. (2002, April). *Conscientiousness and intellect: Both necessary for performance?* Presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto.
23. Witt, L. A. (2002). The interactive effects of extroversion and conscientiousness on job performance. *Journal of Management*, 28, 835-851.
24. Witt, L. A., Burke, L. A., Barrick, M. R., & Mount, M. K. (2002). The interactive effects of conscientiousness and agreeableness on job performance. *Journal of Applied Psychology*, 87, 161-169.
25. Burke, L. A., & Witt, L. A. (2002). Moderators of the openness to experience – job performance relationship. *Journal of Business and Managerial Psychology*, 8, 712-721.
26. Witt, L. A., Kacmar, K. M., Carlson, D. S., & Zivnuska, S. (2002). Interactive effects of personality and organizational politics on contextual performance. *Journal of Organizational Behavior*, 23, 911-926.
27. Witt, L. A., & Hartman, S. J. (2001, November). *Personality predictors of organizational citizenship behaviors*. Presented at the annual conference of the Southern Management Association, New Orleans.
28. Witt, L. A. (2001, November). *Emotional stability and conscientiousness as interactive predictors of job performance*. Presented at the annual conference of the Southern Management Association, New Orleans.
29. Witt, L. A., & Burke, L. A. (2001, March). *Personality predictors of high-maintenance behavior*. Presented at the annual conference of the Southwest Academy of Management, New Orleans.
30. Witt, L. A., Burke, L. A., & Kacmar, K. M. (2001, August). *When does personality matter: Testing Mischel's Argument using rwgj*. Presented at the annual conference of the Academy of Management, Washington, D. C.
31. Witt, L. A. (2001, August). *The interactive effects of extroversion and conscientiousness on job performance*. Presented at the annual conference of the Academy of Management, Washington, D. C.
32. Witt, L. A., Burke, L. A., Barrick, M. R., & Mount, M. K. (2001, April). *The interactive effects of conscientiousness and agreeableness on work outcomes*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego.
33. Witt, L. A., & Kacmar, K. M. (2001, April). *Perceptions of organizational support and agreeableness predicting OCB*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego.
34. Witt, L. A. (2001, April). *Extroverts low in conscientiousness produce the greatest sales volume*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego.
35. Witt, L. A., Kacmar, K. M., & Mount, M. K. (2000, August). The interactive effects of general mental ability and personality on contextual job performance. Presented at the annual conference of the Academy of Management, Toronto.
36. Mount, M. K., Witt, L. A., Mitchell, T. W., & Barrick, M. R. (1998, August). *Incremental validity of empirically keyed biodata scales over GMA and the five factor personality constructs*. Presented at the annual conference of the Academy of Management, San Diego.
37. Witt, L. A., Broach, D. B., Hilton, T. F., & Hellman, C. M. (1995). The interactive effects of negative affectivity and a career-impacting performance outcome on self-serving

- attributions of causality. In M. Martinko (Ed.), *Attribution theory: An organizational perspective* (pp. 79-96). Delray Beach, FL: St. Lucie Press.
38. Witt, L. A., Broach, D. M., Hilton, T. F., & Hellman, C. M. (1994, June). *The interactive effects of negative affectivity and a career-impacting performance outcome on self-serving attributions of causality*. Presented at the International Symposium on Attribution Theory, Tallahassee, Florida.
  39. Hellman, C. M., Witt, L. A., & Silver, N. C. (1992, April). *Demographic influences on the delay of gratification*. Presented at the annual conference of the Southwestern Psychological Association, Austin.
  40. Witt, L. A. (1992). Exchange ideology as a moderator of the relationships between importance of participation in decision-making and job attitudes. *Human Relations*, 45, 73-85.
  41. Joy, V., & Witt, L. A. (1992). Delay of gratification as a moderator of the procedural justice-distributive justice relationship. *Group and Organisation Management*, 17, 297-308.
  42. Joy, V., & Witt, L. A. (1991, May). *Gratification deferment and perceptions of justice*. Presented at the annual conference of the Midwestern Psychological Association, Chicago.
  43. Witt, L. A. (1991). Negative affect as a moderator of role stressor-job attitude relationships. *Military Psychology*, 3, 151-162.
  44. Silver, N. C., Witt, L. A., & Leaf, B. A. (1990, April). Procrastination and affectivity. Presented at the annual conference of the Southwestern Psychological Association, Dallas.
  45. Witt, L. A., & Silver, N. C. (1989, March). *Affect and satisfaction with the organisation: Another look at the dispositional approach to job attitudes*. Presented at the annual conference of the Southeastern Psychological Association, Washington, D. C.
  46. Witt, L. A., & Beorkrem, M. N. (1989, August). Dispositional affect and delay of gratification in the prediction of organizational citizenship behaviors. Presented at the annual conference of the Academy of Management, Washington, D. C.
  47. Witt, L. A., & Beorkrem, M. N. (1989, April). *Positive affect as a moderator of the job satisfaction-job attitudes relationship: The dispositional approach to job attitudes revisited*. Presented at the annual conference of the Society for Industrial-Organizational Psychology, Boston.
  48. Witt, L. A., & Beorkrem, M. N. (1989, April). *Negative affect as a moderator of the role conflict-job satisfaction and role ambiguity-job satisfaction relationships*. Presented at the annual conference of the Midwest Division of the Academy of Management, Columbus.
  49. Witt, L. A., & Wilson, J. W. (1989, April). *Exchange ideology as a moderator of the income sufficiency-satisfaction and income sufficiency-commitment relationships*. Presented at the annual conference of the Eastern Psychological Association, Boston.

**Topic: Organizational Politics/Social Skill**

1. Treadway, D., Witt, L. A., Perry, S. J., Stoner, J., & Shaughnessy, B. (2013). Political skill as a moderator of the relationship between subordinate perceptions of interactional justice and supervisor ratings of interpersonal facilitation, *American Journal of Business*, 28, 233-251.

2. Penney, L. M., David, E. M., & Witt, L. A. (2012, April). *Interpersonal aggression at work: Beware the socially unskilled*. Presented at the conference of the Society for Industrial and Organizational Psychology, San Diego.
3. Witt, L. A., & Spector, P. (2012). Personality and organizational politics. In D. Treadway and G. R. Ferris, *Politics in organisations* (pp. 557-590). New York: Routledge.
4. Kacmar, M., & Witt, L. A. (2011, August). *Navigating departmental and university politics*. Presented at the conference of the Academy of Management, San Antonio.
5. Witt, L. A. (2011, April). "Organisations" don't do anything; people do. In R. Eisenberger (chair), *Perceived organizational support: Current knowledge, future promise*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.
6. David, E., & Witt, L. A. (2009, April). *Dead career walking*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
7. Sweet, K. & Witt, L. A. (2008, November). *Managing adaptive performers: The interactive effects of perceived organizational support and leader-member exchange*. Presented at the annual conference of the Southern Management Association.
8. Roth, L. W. & Witt, L. A. (2008, April). *Predicting social skill from personality dimensions*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
9. Weinberger, E., Witt, L. A., Malka, A., & David, E. (2008, April). *Impression management by association: Beware the socially unskilled*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
10. Treadway, D., & Witt, L. A. (2007, May). *The impact of political skill and fairness on interpersonal facilitation*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York City.
11. Witt, L. A., David, E., Wilson, J. E., & Hochwarter, W. A. (2007, May). *Effects of social skill and organizational support on interpersonal deviance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York City.
12. Witt, L. A. (2006, May). Perceived organizational support and empowerment in the work unit. In R. Eisenberger (Chair), *Perceived organizational support: The key role of the supervisor*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
13. Treadway, D. C., Ferris, G. R., Hochwarter, W. A., Pamela Perrewé, Witt, L. A., & Goodman, J. M. (2005). The role of age in the perceptions of politics-job performance relationship: A three-study constructive replication. *Journal of Applied Psychology*, 90, 872-881.
14. Wilson, J. W., & Witt, L. A. (2004, November). *Interactive effects of extroversion and agreeableness on social skill*. Presented at the annual conference of the Southern Management Association, San Antonio.
15. Treadway, D. C., Ferris, G. R., Hochwarter, W. A., Witt, L. A., & Goodman, J. M. (2004, August). *Age as moderator of the perceptions of politics – job performance relationship*. Academy of Management, New Orleans.
16. Wilson, J. W., & Witt, L. A. (2004, April). *Predisposition toward social skill: A three-way interaction study*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.

17. Witt, L. A., Ferris, G. R., & Treadway, D. (2004). The role of age in reactions to organizational politics perceptions. *International Journal of Organizational Analysis*, 12, 39-50.
18. Zivnuska, S., Kacmar, K. M., Witt, L. A., Carlson, D. S., & Bratton, V. K. (2004). Interactive effects of impression management and organizational politics on job performance. *Journal of Organizational Behavior*, 25, 1-14.
19. Treadway, D., Hochwarter, W. E., Ferris, G. R., & Witt, L. A. (2003, April). *Organizational support and social skill predicting job performance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
20. Bratton, V., Carlson, D., Witt, L. A., Kacmar, K. M., & Zivnuska, S. (2003, April). *Organizational politics and impression management predicting job performance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
21. Andrews, M., Witt, L. A., & Kacmar, K. M. (2003). The interactive effects of organizational politics and exchange ideology on manager ratings of retention. *Journal of Vocational Behavior*, 62, 357-369.
22. Witt, L. A., & Ferris, G. R. (2003). Social skill as moderator of the conscientiousness-performance relationship: Convergent results across four studies. *Journal of Applied Psychology*, 88, 809-820.
23. Witt, L. A. (2003). Influences of supervisor behaviors on the levels and effects of workplace politics. In L. W. Porter, H. L. Angle, & R. R. Allen (Eds.), *Organizational influence processes. Second edition* (pp. 209-228). M. E. Sharpe: Armonk, NY.
24. Valle, M., Witt, L. A., & Hochwarter, W. A. (2003). Dispositions and organizational politics perceptions: The influence of positive and negative affectivity. *Journal of Management Research*, 2, 121-128.
25. Witt, L. A. & Andrews, M. (2002, November). *Personality predictors of social skill*. Presented at the annual conference of the Southern Management Association, Atlanta.
26. Witt, L. A., & Ferris, G. R. (2002, April). *Social skill awareness and conscientiousness: predictors of organizational citizenship behavior*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto.
27. Witt, L. A., Patti, A. L., & Farmer, W. L. (2002). Organizational politics and work identity as predictors of organizational commitment. *Journal of Applied Social Psychology*, 32, 486-499.
28. Witt, L. A., & Ferris, G. R. (2001, March). *Social skill as a moderator of the relationship between conscientiousness and job performance*. Presented at the annual conference of the Southwest Academy of Management, New Orleans.
29. Burke, L. A., & Witt, L. A. (2001, April). *Moderators of the openness to experience - job performance relationship*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego.
30. Ferris, G. F., Witt, L. A., & Hochwarter, W. A. (2001). Interaction of social skill and general mental ability on job performance and salary. *Journal of Applied Psychology*, 86, 1075-1082.
31. Ferris, G. R., Witt, L. A., & Hochwarter, W. A. (2000, April). *Social skill and work outcomes*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

32. Witt, L. A. (2000, April). *Professional identification and organizational politics as predictors of organizational commitment*. Presented at the annual conference of the Western Academy of Management, Kona, Hawaii.
33. Witt, L. A. (2000, April). "Exit, Voice, and Loyalty" revisited: *The interactive effects of organizational politics and age on organizational commitment*. Presented at the annual conference of the Western Academy of Management, Kona, Hawaii.
34. Witt, L. A., Andrews, M. C., & Kacmar, K. M. (2000). The role of participative decision-making in the organizational politics-job satisfaction relationship. *Human Relations*, 53, 341-357.
35. Hochwarter, W. A., Witt, L. A., & Kacmar, M. K. (2000). Perceptions of organizational politics as a moderator of the relationship between conscientiousness and job performance. *Journal of Applied Psychology*, 85, 472-478.
36. Witt, L. A. (1999, August). *I am outta here: Organizational politics vs. personality predicting turnover*. Presented at the annual conference of the Academy of Management, Chicago.
37. Witt, L. A. (1999, August). Addressing politics in matrix teams. Presented in M. Crant (Chair), *Power and politics in organizational settings*. Meeting of the Academy of Management, Chicago.
38. Witt, L. A. (1998). Enhancing organizational goal congruence: A solution to organizational politics. *Journal of Applied Psychology*, 83, 666-674.
39. Witt, L. A., Kacmar, M. K., & Carlson, D. S. (1998, April). Interactive effects of organizational politics and agreeableness on organizational citizenship behaviors. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
40. Hochwarter, W. A., Witt, L. A., & Kacmar, M. K. (1997, November). *Perceptions of organizational politics as a moderator of the relationship between conscientiousness and sales performance*. Presented at the annual conference of the Southern Management Association, Atlanta.
41. Witt, L. A. (1997, April). *Enhancing organizational goal congruence: A solution to organizational politics*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, St. Louis.
42. Witt, L. A., & Silver, N. C. (1995, April). *Interactive effects of office politics and PDM on goal congruence*. Presented at the Southwestern Psychological Association meeting, San Antonio.
43. Witt, L. A. (1992, April). *Organizational politics, participation in decision-making, and job satisfaction*. Presented at the Eastern Psychological Association, Boston.

### **Topic: Customer Service**

1. Perry, S. J., Witt, L. A., Callison, K. R., & Malka, A. (2013). Developing dedicated service employees: Psychological climate for service and internal service as service-oriented resources. *Journal of Psychological Issues in Organizational Culture*, 4, 35-52.
2. Mesdaghinia, S., Brothers, S., Brown, B. L., Hoang, H., & Witt, L. A. (2011, April). *Affect, politics, satisfaction, and the role of leaders*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.
3. Ehrhart, K. H., Witt, L. A., Schneider, B., & Perry, S. J. (2011). Service employees give as they get: Internal service as a moderator of the service climate-service outcomes link. *Journal of Applied Psychology*, 96, 423-431.

4. Ehrhart, K. H., Witt, L. A., Schneider, B., & Perry, S. J. (2010, April). Internal service as a moderator of the service climate-outcomes link. In J. Seibus (Chair), *The impact of internal customer service on organisations*. Presented at the conference of the Society for Industrial and Organizational Psychology, Atlanta.
5. Perry, S. J. & Witt, L. A. (2009, November). *Service with a disengaged smile: Climate for service and internal service as service-oriented resources*. Presented at the annual conference of the Southern Management Association.
6. Ehrhart, K. H., Witt, L. A., & Schneider, B. (2007, May). Customer segmentation as the moderator for the service climate-customer satisfaction relationship. In H. Liao (Chair), *Service management around the globe*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York City.
7. Ehrhart, K. H., Witt, L. A., & Schneider, B. (2006, May). Service Climate and service quality: The role of internal service. In H. Liao (Chair), *Linkage research in customer service: Connecting levels, stakeholders, and disciplines*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
8. Witt, L. A., Ehrhart, K. H., & Schneider, B. (2006, May). *Goal congruence, customer satisfaction, and revenue*. Presented during the Featured Posters session at the All-Conference Reception of the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
9. Witt, L. A., Henry, P., & Emberger, M. (2003). Customer service programs. In J. E. Edwards, J. S. Scott., and N. S. Raju (Eds.), *The human resources program-evaluation handbook* (pp. 407-425). Thousand Oaks, CA: Sage.
10. Witt, L. A., & Voss, L. (1995, April). *Enhancing a quality service culture*. Presented at the Southeastern Psychological Association meeting, Savannah.

**Topic: Research Methods**

1. Stokes, S., Witt, L. A., van Driel, M., & Crepeau, L. (2018, April). *An NL-SEM approach to the analysis of dyadic job performance ratings*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago. Awarded the Flanagan Award for the best student presentation at the SIOP conference.
2. Penney, L. M., Witt, L. A., Crepeau, L., van Driel, M., & McDonald, D. (2013, April). Effects of servant leadership and exhaustion on production deviance. In L. Penney (Chair), *The interactionist approach to CWB: Broadening our approach*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
3. Witt, L. A. (2011, August). Performance appraisal feedback. In S. Carliner, (Chair). *Research meets practice*. Presented at the conference of the Academy of Management, San Antonio.
4. Witt, L. A. (2011, April). Online rescuiting: A blessing and a curse. In J. Pierce (chair), *Online recruiting: Taking it to the next level*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.
5. Rassmussen, J., Sady, K., Witt, L. A., Bergman, M., James, L., & Kieffer, S. (2011, April). *Conditional reasoning tests: Where we are and where we're going*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.
6. David, E., & Witt, L. A. (2010, August).  $P = f(M \times A \times C)$ : *A three-way interaction predicting team player behavior*. Presented at the annual conference of the Academy of Management, Montreal.

7. Griffeth, R. W., Witt, L. A., Polk, C., Thacker, R., Gullekson, N., David, E. M., Robinson, S., Krischer, M. M., & Gerasymchuk, M. (2009, April). *Assessing the cost of incompetence: A computer programmer example*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
8. Hunter, E. M., & Witt, L. A. (2008, March). *Applicant perceptions and criterion-related validity: No cause for alarm*. Presented at the annual conference of the Southwest Academy of Management, Houston.
9. Hunter, E. M., Perry, S. J., & Witt, L. A. (2008, April). *In the eye of the beholder: Antecedents of applicant perceptions*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
10. Sady, K., Callison, K., & Witt, L. A. (2008, April). *"A" for ability, "E" for effort: Performance in distance education*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
11. Kacmar, K. M., Farmer, W., Zivnuska, S., & Witt, L. (2006). Applying multidimensional IRT analysis to the measurement of meta-perspective. *Electronic Journal of Business Research Methods*.
12. Witt, L. A., Farmer, W. L., & Wilson, J. W. (2003, June). *Survey category labels impact response characteristics*. Presented at the annual conference of the American Psychological Society, Atlanta.
13. Witt, L. A., & Burke, L. A. (2003). Using cognitive ability and personality to select information technology professionals. In M. Mahmood (Ed.) *Advanced topics in end user computing II* (pp. 1-17) Idea Group: Hershey, PA.
14. Steinhaus, S. D., & Witt, L. A. (2003). Criteria for program evaluation. In J. E. Edwards, J. S. Scott., and N. S. Raju (Eds.), *The human resources program-evaluation handbook* (pp. 49-62). Thousand Oaks, CA: Sage.
15. Farmer, W. L., Kacmar, K. M., Zivguska, S., & Witt, L. A. (2002, April). *Meta-perspective: A new approach to studying dyadic relationships at work*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto.
16. Witt, L. A. (2001, August). Issues for Human Resources Directors in managing virtual teams of information technology professionals. In K. M. Chudoba (Chair), *Best practices for managing virtual teams*. Symposium Presented at the annual conference of the Academy of Management, Washington, D. C.
17. Mount, M. K., Witt, L. A., & Barrick, M. R. (2000). Incremental validity of empirically keyed biodata scales over GMA and the five factor personality constructs. *Personnel Psychology*, 53, 299-323.
18. Witt, L. A. (1999, March). Enhancing validity and avoiding adverse impact in personnel selection. In A. K. Hess (Symposium Chair), *Forensic psychology: Applying psychology to social issues*. Presented at the annual conference of the Southeastern Psychological Association, Savannah, Georgia.
19. Ferris, G. R., Berkson, H. M., Kaplan, D. M., Gilmore, D. C., Buckley, R. M., Hochwarter, W. A., Witt, L. A. & Perrewé, P. L. (1999, August). Development and initial validation of the Political Skill Inventory. Presented in C. C. Cogliser (Chair), *Construct measurement and validation*. Meeting of the Academy of Management, Chicago.



20. Witt, L. A. (1998, November). Predicting job performance of information technology professionals. Presented at the annual conference of the Southern Management Association, New Orleans.
21. Witt, L. A., & Mitchell, T. W. (1998, April). Validity and impact of biodata, personality, and cognitive ability testing. In T. W. Mitchell (Symposium Chair), *The utility and practical value of biodata*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
22. Farmer, W. L., & Witt, L. A. (1998, April). User reaction to biodata, personality, and cognitive ability tests. In T. W. Mitchell (Symposium Chair), *The utility and practical value of biodata*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
23. Witt, L. A., & Nye, L. G. (1998, April). Effect sizes in moderated multiple regression: beyond the increment in R<sup>2</sup>. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
24. Witt, L. A. (1997, April). Overcoming the recipient's resistance to upward feedback: The so what's. In T. F. Hilton (Symposium Chair), *Some feedback on upward feedback: There is still more to learn*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, St. Louis.
25. Witt, L. A. (1997, April). *Advances in upward feedback programs*. Presented at the annual conference of the Southeastern Psychological Association meeting, Atlanta.
26. Witt, L. A. (1996, April). *Listen up! Your upward feedback results are speaking*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego.
27. Silver, N. C., Yamaguchi, B., Hernandez, B. & Witt, L. A. (1995, April). *Factor structure of the General Procastination Scale*. Presented at the Southeastern Psychological Association meeting, Savannah.
28. Nye, L. G., & Witt, L. A. (1995). Interpreting moderator effects: A substitute for the signed coefficient rule. *Educational and Psychological Measurement*, 55, 27-31.
29. Schroeder, D. J., Rosa, R. R., & Witt, L. A. (1994, February). *Effects of 8- vs. 10-hour work schedules on the performance of air traffic control specialists*. Presented at the 11th International Symposium on Night and Shiftwork, Melbourne, Australia.
30. Silver, N. C., McGuire, S. I., & Witt, L. A. (1993, March). *The revised UCLA Loneliness Scale: Re-examining the factor structure*. Presented at the annual conference of the Southwestern Psychological Association, Corpus Christi.
31. Silver, N. C., Braun, C. C., Ziegler, J., & Witt, L. A. (1993, March). *Perceived readability of various fonts*. Presented at the annual conference of the Southwestern Psychological Association, Corpus Christi.
32. Nye, L. G., & Witt, L. A. (1993). Dimensionality and construct validity of the perceptions of organizational politics scale (POPS). *Educational and Psychological Measurement*, 53, 821-829.
33. Nye, L. G., & Witt, L. A. (1992, May). *Interpreting moderator effects: A substitute for the Signed Coefficient Rule*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Montreal.
34. Nye, L. G., Witt, L. A., & Schroeder, D. J. (1992, March). *Confirmatory factor analysis of burnout dimensions and correlations with job stress and aspects of social support and*

- job satisfaction*. Presented at the annual conference of the Southwest Academy of Management, San Antonio.
35. Nye, L. G., & Witt, L. A. (1992, June). *Dimensionality and construct validity of the perceptions of organizational politics scale (POPS)*. Presented at the annual conference of the American Psychological Society, San Diego.
  36. Silver, N. C., & Witt, L. A. (1991, April). *Factor analysis of the Lethal Behaviors Scale*. Presented at the annual conference of the Southwestern Psychological Association, New Orleans.
  37. Nye, L. G., Myers, J. G., Witt, L. A., & Schroeder, D. J. (1991, April). *Dimensions of JDI job satisfaction among FAA air traffic controllers*. Presented at the annual conference of the Southwestern Psychological Association, New Orleans.
  38. Witt, L. A., & Broach, D. (1991, April). *Assessment of a value-discrepancy/value importance job satisfaction measure*. Presented at the annual conference of the Southwestern Psychological Association, New Orleans.
  39. Smith, G., & Witt, L. A. (1990, March). *Factor structure of the Just World Scale*. Presented at the annual conference of the Society for Personality Assessment, San Diego.
  40. Witt, L. A. (1989, April). *Conducting I/O research in socialist countries. A roundtable discussion* at the annual conference of the Society for Industrial-Organizational Psychology, Boston.
  41. Witt, L. A. (1984, April). *A prototype job analysis*. Presented at the I/O and OB Graduate Student Convention, Virginia Beach, VA.