

RUSTIN D. MEYER, PH.D.
Assistant Professor, Psychology Department
Penn State University

Moore Building, Room 614
University Park, PA 16802

rustin.meyer@psu.edu
Work: (814) 863-3373

EMPLOYMENT

July 2017 – Present: Penn State University. University Park, PA
Assistant Professor of Psychology

August 2009 – May 2017: Georgia Institute of Technology. Atlanta, GA

- Assistant Professor of Psychology

GRADUATE EDUCATION

August 2003–August 2009: Purdue University (West Lafayette, IN)

- Ph.D., Industrial/Organizational Psychology
 - Dissertation: *Defining the Nature and Structure of Work Situations*
 - Co-advisors: Reeshad S. Dalal & James M. LeBreton
- M.S., Industrial/Organizational Psychology
 - Thesis: *Situational Moderators of the Conscientiousness-Performance Relationship: An Interactional Meta-Analysis*
 - Advisor: Reeshad S. Dalal

RESEARCH INTERESTS

- Using person-situation interactions to predict valued work outcomes
- Improving the conceptualization, measurement, and application of Situational Strength
- Understanding the role of individual differences in situational construal

GRANT FUNDING (TOTAL FUNDING = \$838,991)

Dalal, R. S., (PI) & Meyer, R. D. (Co-PI). (Funded: Sept 2012 - June 2016). *Testing the Situational Strength Process Model: The Important role of Motivational States*. Army Research Institute, Research Contract
W5J9CQ-12-C-0036 (\$633,725).

Meyer, R. D. (PI) (2015). UROP MS&T Internal Georgia Tech Grant. (\$1,000)

Meyer, R. D. (Mentor), England, K. (Student) (Summer 2015). Understanding situational perceptions: Differentiating situational strength from content. President's Undergraduate Research Award (PURA). Georgia Tech. (\$1,500)

Dalal, R. S., (PI) & **Meyer, R. D. (Co-PI)**. (Funded: October 2009 – September 2010). *Dissecting Situational Strength: Theoretical Analysis & Empirical Tests*. Army Research Institute, Research Contract # W91WAW-09-C-0096 (\$120,027).

Meyer, R. D. (PI) & Kanfer, R. (Co-PI) (Funded: April 2012 – June 2013). *Team-Based Incentives in the Indian Healthcare System*. Cooperative for Assistance and Relief Everywhere, Inc. (\$19,649).

Meyer, R. D. (PI) & Kanfer, R. (Co-PI) (Funded: June 2013 – June 2014). *Team-Based Incentives in the Indian Healthcare System*. Cooperative for Assistance and Relief Everywhere, Inc. (\$63,090).

PUBLICATIONS

† Graduate Student †† Undergraduate Student

Collins, B. J., Galvin, B., & **Meyer, R. D.** (accepted). Situational strength as a moderator of the relationship between organizational identification and work outcomes. *Journal of Leadership and Organizational Studies*.

Meyer, R. D., ††England, K., & †Kelly, E. D. (in press). Ask not what the study of context can do for you, ask what you can do for the study of context. In S. Humphrey & J. LeBreton (Eds.), *The Handbook for Multilevel Theory, Measurement, and Analysis*. American Psychological Association.

Meyer, R. D., †Kelly, E. D., & Bowling, N. A. (in press). Situational strength theory: A formalized conceptualization of a popular idea. In D. Funder, J. Rauthmann, & R. Sherman (Eds.), *The Oxford Handbook of Psychological Situations*. Oxford University Press. Oxford, England.

†Wiita, N. E., **Meyer, R. D.**, †Kelly, E. D., & Collins, B. J. (2017). Not aggressive or just faking it? Examining faking and faking detection on the Conditional Reasoning Test of Aggression. *Organizational Research Methods*.

Meyer, R. D. (2016/2007). *Incremental Validity*. Encyclopedia of Industrial/Organizational Psychology. S. Rogelberg (Ed.). Sage Publications.

- Meyer, R. D.** (2016/2007). *Verbal Protocol Analysis*. Encyclopedia of Industrial/Organizational Psychology. S. Rogelberg (Ed.). Sage Publications.
- Meyer, R. D.,** & Schoen, J. L. (2016). Conditional Reasoning. In V. Zeigler & T. K., Shackelford (Eds.), *Encyclopedia of individual differences*. New York: Springer.
- Bowling, N. A., Khazon, S., & **Meyer, R. D.,** & †Burrus, C. J. (2015). Situational strength as a moderator of the relationship between job satisfaction and job performance: A meta-analytic examination. *Journal of Business and Psychology, 30*, 89-104.
- Dalal, R. S., **Meyer, R. D.,** †Bradshaw, R. P., Green, J., Zhu, M., †Kelly, E. D. (2015). Personality strength and the reduction of situational influences on behavior. *Journal of Management, 41*, 261-287.
- Meyer, R. D.** (2015). Taxonomy of Situations and Their Measurement. *Oxford Library of Psychology*. DOI: 10.1093/oxfordhb/9780199935291.013.22
- Meyer, R. D.,** Kanfer, R., & †Burrus, C. J. (2015). Improving motivation and performance among frontline healthcare workers in rural India. In I. McWha-Hermann, D. C. Maynard, & M. O'Neill Berry (Eds.), *Humanitarian Work Psychology and the Global Development Agenda: Case Studies and Interventions*. Routledge.
- Collins, B. J., †Burrus, C. J., & **Meyer, R. D.** (2014). Gender differences in the impact of leadership styles on subordinate embeddedness, job satisfaction, and organizational citizenship behaviors. *The Leadership Quarterly, 25*, 660-671.
- McAbee, S. T., King, E. B., *Allen, T. A., *Converse, P. D., *Eby, L. T., *Leslie, L. M., ***Meyer, R. D.,** *Oswald, F. O., *Rogelberg, S. G., *Stark, S., *Yang, L. (2014). Including science advocacy in I/O curriculum. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7*, 61-65.
*Authors contributed equally to the development of this manuscript.
- Meyer, R. D.,** Mumford, T., †Burrus, C., Campion, M. A., James, L. R. (2014). Selecting null distributions when calculating r_{wg} : A tutorial and review. *Organizational Research Methods, 17*, 324-345.
- Meyer, R. D.,** Dalal, R. S., Jose, I. J., Hermida, R., Chen, T. R., Vega, R. P., †Brooks, C. K., & Khare, V. P. (2014). Measuring Job-Related Situational Strength and Assessing its Interactions with Personality and Voluntary Work Behavior. *Journal of Management, 40*, 1010-1041.

- James, L. R., & Meyer, R. D. (2012). How organizational climates reflect the motives of those in power. In G. R. Ferris & D. C. Treadway (Eds.), *Politics in Organizations*, SIOF Frontier Series.
- Dalal, R. S. & Meyer, R. D. (2011). Implications of situational strength for HRM. *HR Encyclopedia*. Jossey-Bass/Pfeiffer.
- Meyer, R. D., Dalal, R. S., & Hermida, R. (2010). A Review and synthesis of situational strength in the organizational sciences. *Journal of Management*, 36, 121-140.
- Meyer, R. D., & Dalal, R. S. (2009). Situational strength as a means of conceptualizing context. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 99-102.
- Meyer, R. D., Dalal, R. S., & Bonaccio, S. (2009). A meta-analytic investigation into situational strength as a moderator of the conscientiousness-performance relationship. *Journal of Organizational Behavior*, 30, 1077-1102.
- Reeve, C. L., Meyer, R. D., & Bonaccio, S. (2006). Intelligence-personality associations: The importance of distinguishing between general and narrow dimensions of intelligence. *Intelligence*, 34, 387-402.

TECHNICAL REPORTS

- Meyer, R. D. (2014). SIOP 2014 Conference Satisfaction Report. Bowling Green, OH: Society for Industrial and Organizational Psychology.
- Meyer, R. D., & †Kelly, E. D. (2013). *SIOP 2013 Conference Satisfaction Report*. Bowling Green, OH: Society for Industrial and Organizational Psychology.
- Weiss, H. M., MacDermid, S. M., Weigand, K. E., Jackson-Mehta, A. R., & Meyer, R. D. (2005). *Status of forces report: Organizational commitment benchmarking*. West Lafayette, IN: Military Family Research Institute: Purdue University.
- Lutz, G. M., Gonnerman, M. E., Jr., Mayfield, J., Meyer, R., Maitland, A. (2002). *Alumni and Public Views of UNI: 2002 Survey Results*. Cedar Falls, IA: University of Northern Iowa, Center for Social and Behavioral Research. Report prepared for UNI Office of Marketing and Public Relations (Cedar Falls, Iowa). (pp. 136).

CONFERENCE PRESENTATIONS AND POSTERS

† Graduate Student

Collins, B. J., Galvin, B., & Meyer, R. D. (2018, April). Situational strength as a moderator of the relationship between organizational identification and work outcomes. Presented at the 33rd Annual Conference of the Society for Industrial & Organizational Psychology. Chicago, IL.

Schoen, J. L., & Meyer, R. D. (2016, April). Defining and discovering JM: A method and suggestions. In J. Schoen (Chair). Latest Findings in Conditional Reasoning: Writing JMs and New Scales. *Symposium presented at the 31st Annual Conference of the Society for Industrial & Organizational Psychology*. Anaheim, CA.

Green, J. P., †Bradshaw, R. B., †Kelly, E. D., Zhu, M., Dalal, R. S., Meyer, R. D. (2015, April). Personality Strength: Operationalizations and Relationships with Within-Person Performance Variation. In M. Fleisher (Chair). *Within-Person Variability in Personality Traits: Theory and Applied Measurement*. Symposium presented at *The 30th Annual Conference of the Society for Industrial & Organizational Psychology*. Philadelphia, PA.

†Kelly, E. D., †Wiita, N. E., †Bradshaw, R. P., & Meyer, R. D. (2015, April). Could you please repeat the question? NTIQs and applicant reactions. In †N. Wiita (Chair). *Cows in Canada? Examining Non-Traditional Research Questions*. Symposium presented at *The 30th Annual Conference of the Society for Industrial & Organizational Psychology*. Philadelphia, PA.

†Bradshaw, R. P., Plemmons, S. A., & Meyer, R. D. (2014). The Role of Cognitive Depletion in Goal Achievement. *29th Annual Conference of the Society for Industrial & Organizational Psychology*. Honolulu, HI.

Meyer, R. D., & Stark, S. (2014, May). Broadening our sphere of influence: Exemplars of Science Advocacy. *29th Annual Conference of the Society for Industrial & Organizational Psychology*. Honolulu, HI.

Meyer, R. D. (2014, May). Panelist in W. Reichman (Chair). *Careers for I-O Psychologists in Humanitarian Work Psychology*. *29th Annual Conference of the Society for Industrial & Organizational Psychology*. Honolulu, HI.

Meyer, R. D. (2014, May). Conducting high-quality psychological research in the domain of Humanitarian Work Psychology: Promises and Pitfalls. *The Annual Meeting of the Association for Psychological Science*. San Francisco, CA.

Kanfer, R., **Meyer, R. D.**, †Burrus, C. J. (2014, June). Testing the psychological processes that underlie progress toward the Millennium Development Goals. In D. Maynard (Chair). *Humanitarian Work Psychology and the United Nations Millennium Development Goals*. Symposium to be presented at the International Congress on Applied Psychology, Paris, France.

Meyer, R. D., Kanfer, R., & †Burrus, C. J. (2014, August). A team-based goals and incentives program for frontline healthcare workers in Bihar, India. In T. Behrend (Chair). *Humanitarian Work Psychology and the United Nations Millennium Development Goals*. Symposium to be presented at the Annual Meeting of the American Psychological Association, Washington, DC, USA.

Collins, B. J., †Burrus, C. J., & **Meyer, R. D.** (2013, April). Gender differences in the impact of leadership styles on embeddedness. Developing and validating a faking detection scale for the CRT-A. Presented at *The 28th Annual Conference of the Society for Industrial & Organizational Psychology*. Houston, TX.

Dalal, R. S., & **Meyer, R. D.** (2013, April). Personality strength and the attenuation of situation-behavior relationships. Presented at *The 28th Annual Conference of the Society for Industrial & Organizational Psychology*. Houston, TX.

†Wiita, N. E., **Meyer, R. D.**, & Collins, B. J. (2013, April). Presented at *The 28th Annual Conference of the Society for Industrial & Organizational Psychology*. Houston, TX.

Jose, I. J., Hermida, R., Vega, R. P., Chen, T. R., Hale, A., Dalal, R. S., & **Meyer, R. D.** (2011, August). When preferred and actual levels of situational strength differ. In **R. D. Meyer** (Chair.), *Applications and extensions of Situational Strength in the Organizational Sciences*. Symposium conducted at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.

Khazon, S., Bowling, N. A., & **Meyer, R. D.** (2011, August). Situational strength as a moderator of the job satisfaction-performance relationship. In **R. D. Meyer** (Chair.), *Applications and extensions of Situational Strength in the Organizational Sciences*. Symposium conducted at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.

- Meyer, R. D.,** Bowling, N. A., Brooks, C. K., & Wiita, N. E. (2011, August). Situational strength theory: A formalized conceptualization of a popular idea. **In R. D. Meyer** (Chair.), *Applications and extensions of Situational Strength in the Organizational Sciences*. Symposium conducted at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
- Meyer, R. D.,** Mumford, T., & Campion, M. A. (2010, August). The practical consequences of null distribution choice when calculating r_{wg} . Poster presented at the Academy of Management Conference, Montreal, QC, Canada.
- Jose, I., **Meyer, R. D.,** Hermida, R., Khare, V. P., & Dalal, R. S. (2010, April). An empirical test of situational strength's functional mechanisms. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Meyer, R. D.** (2010, April). A taxonomy of work situations to help focus frame-of-reference personality tests. In G. Burns & N. Bowling (co-chairs), *Frame-of-reference effects in personality assessment: New techniques and directions*. Presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Meyer, R. D.,** & Krasikova, D. (2009, April). A review of confirmatory factor analysis in the organizational sciences. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Meyer, R. D.,** & Baysinger, M. A. (2007, March). RIASEC environments as conscientiousness-performance moderators: A meta-analytic test of congruence versus situational strength. Presented at the 2007 IOOB student conference, Indianapolis, IN.
- Meyer, R. D.,** Dalal, R. S., Baysinger, M. A., & Bonaccio, S. (2007, May). RIASEC environments as meta-analytic conscientiousness-performance moderators: Congruence versus situational strength. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Meyer, R. D.** (2006, June). Situational moderators of the conscientiousness-performance relationship: An interactional meta-analysis. Presented at the annual meeting of the International Public Management Association's Assessment Council (IPMAAC) Las Vegas, NV.

Meyer, R. D. (2006, May). Conscientiousness, situations and organizational citizenship: An interactional meta-analysis. In R. S. Dalal (chair), *Citizenship, and counterproductivity: Using innovative methods to explore difficult questions*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology. Dallas, TX.

Meyer, R. D., Reeve, C. L., Heggstad, E. D., & McCloy, R. (2005, April). Cognitive mapping strategies of responses to multidimensional forced-choice personality items. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Olson, T. M., **Meyer, R. D.**, & Dalal, R. S. (2005, April). Contributions of different types of events to mood at work. Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Reeve, C. L., **Meyer, R. D.**, & Bonaccio, S. (2005, April). Relations among general and narrow dimensions of intelligence and personality. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Meyer, R. D. (2003, May). Overt Racism or Cultural Misunderstandings: An Examination in Employment Interviews. Poster presented at the Psi Chi Division of the Midwest Psychological Association's Annual Research Conference, Chicago, IL.

Meyer, R. D. (2003, May). Perceptions of the Devil's Advocate in Small Group Discussion. Poster presented at the Psi Chi Division of the Midwest Psychological Association's Annual Research Conference, Chicago, IL.

Meyer, R. D. (2003, April). Psychological issues among animal shelter employees who perform euthanasia. Poster presented at the 10th annual University of Northern Iowa Undergraduate Research Conference, Cedar Falls, IA.

TEACHING EXPERIENCE

Penn State

- Introduction to Psychology (PSYCH 100) – Undergraduate
- Interactionism at Work, (PSYC 538) – Graduate

Georgia Tech

- Interactionism at Work, Graduate Seminar (PSYC 8050) – Graduate
- Personnel Selection (PSYC 7202) – Graduate
- Training & Development (PSYC 7204) – Graduate
- Industrial/Organizational Psychology (PSYC 2220) – Undergraduate

Purdue University

- Industrial/Organizational Psychology (PSY 272) – Undergraduate
- Introduction to Psychology (PSY 120) – Undergraduate

UNIVERSITY SERVICE

Member	Undergraduate Ed. Committee – Department of Psych	
Coordinator	Departmental Colloquium Series – School of Psychology	2012 - 2016
Member	Chair's Advisory Council – School of Psychology	2011-2012
Member	Curriculum Committee – School of Psychology	2010-2011
Member	Chair's Advisory Council – School of Psychology	2009-2010
Member	~40 Thesis, Prelims, and/or Dissertation Committees	2009-Present

PROFESSIONAL SERVICE

Member	Society for Industrial & Organizational Psychology's 28 th Annual Conference Friday Seminar Planning Committee (Spring 2012 – Spring 2013)
Coordinator	Society for Industrial & Organizational Psychology's 28 th & 29 th Annual Conference post-conference satisfaction survey (Spring 2012 – Spring 2014)
Member	Society for Industrial & Organizational Psychology's Scientific Affairs Committee (Spring 2011 – Present)
Editorial Board	Journal of Business and Psychology (Fall 2012 – Present)
Ad hoc reviewer	National Science Foundation, Journal of Management, Journal of Applied Psychology, Organizational Research Methods, Psychology & Aging, Journal of Experimental Psychology: Applied, British Journal of Social Psychology, SIOP Conference, Academy of Management Conference

INVITED TALKS

Person x Situation Research in the Organizational Sciences. – Georgia Southern University

Exploring Interactionism – Clemson University

Humanitarian Work Psychology – Georgia Tech, Psi Chi

Industrial/Organizational Psychology: An Intro to the Field - Georgia State University

The Pros & Cons of Situational Strength in the Lives of Older Adults - Georgia Tech

Life as a PhD graduate student in I/O Psychology - University of Northern Iowa

PROFESSIONAL ORGANIZATION MEMBERSHIP

- Society for Industrial and Organizational Psychology (SIOP)
- Global Organisation for Humanitarian Work Psychology (GOHWP)
- Academy of Management (AoM)
- Association for Psychological Science (APS)

HONORS AND AWARDS

- Outstanding Reviewer Award - Academy of Management (OB Division) – 2010
- Graduate Research Publication Award, 2nd Place (Psychology) – 2009
- Graduate Student Award for Outstanding Teaching (Psychology) – 2009
- Student Paper of the Year Award - International Public Management Association Assessment Council's (IPMAAC): *Situational Moderators of the Conscientiousness-Performance Relationship: An Interactional Meta-Analysis.* – 2006

CONSULTING EXPERIENCE

- National Football League - Player Development Department

REFERENCES

Dr. Reeshad S. Dalal
Associate Professor of Psychology
George Mason University
(703) 993-9487
rdalal@gmu.edu

Dr. Howard M. Weiss
Professor of Psychology
Georgia Institute of Technology
(404) 894-8036
hmweiss@gatech.edu

Dr. Ruth Kanfer
Professor of Psychology
Georgia Institute of Technology
(404) 894-5674
ruth.kanfer@psych.gatech.edu

Dr. James M. LeBreton
Professor of Psychology
Penn State University
(814) 867-4847
jml70@psu.edu