

RONI REITER-PALMON

Background information:

Office Address: Department of Psychology
University of Nebraska at Omaha
Omaha, NE 68182

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Home Address: 6658 S. 85th Ave.
Omaha, NE 68127

Educational Institutes Attended:

1984-1987 Tel-Aviv University
Tel-Aviv ISRAEL
Degree: B.A. with Honors in Psychology and Sociology

1987-1989 Graduate course work at Georgia Institute of Technology
Atlanta, GA
Advisor: Dr. Mumford

1989-1991 George Mason University
Fairfax, VA 22030
M.A. in Industrial/Organizational Psychology

1991-1993 George Mason University
Fairfax, VA 22030
Ph.D. in Industrial/Organizational Psychology

Professional Affiliations and Memberships:

American Psychological Association (Divisions 8 - Personality and Social Psychology,
10 - Psychology and the Arts, 14 - Society for Industrial/Organizational
Psychologists)
American Psychological Society
Midwestern Psychological Association
Academy of Management (Research Methods, Human Resources, Organizational
Behavior, Careers, Organizational Cognition)
Judgment and Decision Making Society

Editorial Responsibilities:

Editorial Board:
Individual Differences Research

Guest Editor:
Human Resources Management Review

Reviewer:
Creativity Research Journal
Human Performance
Journal of Management
Journal of Business and Psychology
Organizational Research Methods
Transactions of the Nebraska Academy of Sciences
Journal of Happiness Studies
Journal of Creative Behavior
Journal of Association of Information Systems
The Leadership Quarterly

Southern Management Association (1995, 1996 conferences)
SIOP (1996-2006 conferences)
Academy of Management - Careers Division (1996-1999 conferences)
Academy of Management – Organizational Cognition Division (2006 conference)
Academy of Management - Research Methods division (1998, 1999, 2006
conferences)
Academy of Management - Organizational Behavior division (2003, 2005, 2006
conferences)
Academy of Management - Human Resources division (2005 conference)
Midwest Academy of Management (1996, 2000 conferences)
First Biennial Biodata Conference (1996)
EMONET Conference (2002, 2004 conference)
Gallup Leadership Institute Conference (2006)

Corporate Boards:

SkillsNET – Technical Advisory Board

Awards and Honors:

IOPSA George Mason University Distinguished Alumni Award, 2004.

Invited address: Tel-Aviv University, Tel-Aviv, ISRAEL “Creativity in organizations: Current research”, July 2000.

Invited address: Hebrew University, Jerusalem, ISRAEL “Applying creativity research to organizations”, January 1998.

Recognition for one of the best posters submitted to the APS conference, 1998 “The relationship between conscientiousness and creativity”.

Recognition for one of the best posters submitted to the APS conference, 1998 “Emotional and social intelligence: Predicting leadership”.

Best reviewer recognition award - Academy of Management, Careers Division, 1997.

HCI Thought Leader – Workforce Planning Track

Work Experience:

8/06-present	Full Professor Department of Psychology, University of Nebraska at Omaha
7/06-present	Director of Research Institute of Collaboration Science, University of Nebraska at Omaha
1/00-present	Director I/O Psychology program Department of Psychology, University of Nebraska at Omaha
8/99 – 8/06	Associate Professor Department of Psychology, University of Nebraska at Omaha
8/93-8/99	Assistant Professor Department of Psychology, University of Nebraska at Omaha
2/93-8/93	GE Project - Project manager George Mason University
8/89-2/93	GE Project - Research assistant George Mason University Supervisor: Michael D. Mumford
8/90-5/91	Army Leadership Project - Research assistant George Mason University Supervisor: Michael D. Mumford
12/89-6/90	Internship in Job Analysis - Research associate University Research Corporation Supervisor: Mark Schemer
9/88-6/89	Research assistant in Cognitive Aging Georgia Institute of Technology Supervisor: Anderson Smith
9/87-9/88	Research assistant in Cognitive Aging Georgia Institute of Technology Supervisor: Timothy Salthouse
10/86-8/87	Research assistant at the Unit of the Psychology of Adulthood and Aging Tel-Aviv University, ISRAEL Supervisor: Jacob Lomranz

Consulting Activities:

5/04-present	NE Department of Correctional Services - Evaluation of exit interviews, conducting exit interviews.
5/04 -present	NE Department of Correctional Services - Job analysis of 3 entry level positions, evaluation of current selection system.
11/02-present	Union Pacific, Omaha, NE - Evaluation of content validity for promotion exams.
5/02-present	SkillsNET, Waxahachie, TX– Development and application of a job analysis program for use in the US Navy
11/02-4/03	SkilleNET, Waxahachie, TX, Deloitte Consulting, and click2learn - Applied Learning Center Pilot Project for the United States General Services Administration, item development for competencies and job requirements.
8/01-3/02	City of Omaha - Validation of tests for Fire Fighters
5/01-8/01	Union Pacific, Omaha - Understanding why people leave, analysis of exit interviews.
5/98-10/99	Lucent Technologies, Omaha - Identification of organizational barriers to creativity.
6/98-7/98	Evaluation of fairness and validity of promotion test used by the Omaha Police for selection of police chief.
4/97-6/97	Review of measures of responsibility, work ethic and integrity for use in a small business.
11/96-2/97	First Data Resources - Statistical consultation and creation of performance appraisal measure (contracted through Career Designs, Inc.)
5/96-6/96	Lincoln Firefighter Union - Evaluation of the application of economic variables to wage adjustment
3/94-8/94	Immigration and Naturalization Services, Omaha - Organizational change interventions

Grants:

Problem definition: The first step in creative problem solving
Funded by the University Committee on Research (1994), UNO, \$7,750
Principal Investigator - Roni Reiter-Palmon

Creativity and personality: The role of conscientiousness
Funded by the University Committee on Research (1996), UNO, \$1,815
Principal Investigator - Roni Reiter-Palmon

Conducting job analysis and developing and automated IDPs for the USDA
Funded by SkillsNET and USDA/Dept. Of Agriculture (1997-1998), \$55,000
Principal Investigator - Roni Reiter-Palmon

Development and maintenance of a national skills database
Funded by SkillsNET (1998-2001), \$85,500
Principal investigator - Roni Reiter-Palmon

Applying the Positive Psychology framework to Organizational Psychology
Funded by Nebraska EPSCoR (NSF), 2003, \$1,306
Principal investigator - Roni Reiter-Palmon

Evaluation of exit interview data and development of a selection system for correction workers.
Funded by the Nebraska Department of Corrections (2004-2007), \$162,325
Principal Investigator - Roni Reiter-Palmon

Development of skill standards for U.S. Navy officers
Funded by SkillsNET (2004-2007), \$333,547
Principal Investigator - Roni Reiter-Palmon

Graduate Assistanship in I/O Psychology
Funded by SilverStone Consulting (2006-2007), \$16,945
Principal Investigator - Roni Reiter-Palmon

Research and Teaching Interests:

Individual differences
Background data
Leadership
Creativity

Personality and personality development in adulthood
Personnel selection
Correlation and regression
Measurement methodology

Teaching:

Undergraduate Courses:

Introduction to industrial/organizational psychology
Personnel psychology
Life span developmental psychology
Educational and psychological testing

Graduate Courses:

Research methods in I/O
Leadership theories and research
Correlation and regression
Personnel selection
Educational and psychological testing
Biodata
Personnel psychology
Personality
Creativity and innovation in organizations

Theses:

Ashley, G.	Objective Self Awareness: Validation of a New Measure
Bousman, L.	Rationally scaled biodata and personality measurement: Similarities and differences.
Collins, V.	Computerized problem solving in groups
Haley, E.	Does 360 degree feedback work? A longitudinal study.
Hepperlen M.	A field study examining Leader Member Exchange: Challenging the universally positive conceptualization of LMX
Illies J.	Information search and creativity: The role of need for cognition and personal involvement
Koch, D.	Social intelligence and problem construction in leaders
Kobe L.	Stress and tolerance for stress and their influence on creative problem solving
Young M.	The Effect of Values, Conscientiousness, and Self-Efficacy on Ethical Decision-Making

Dissertations:

Bousman, L.	Maladaptive vs. Adaptive Perfectionism in the Workplace
Collins V.	Emotional Intelligence and leader performance
Hepperlen M.	Leader member exchange (LMX) or fulfillment? The role of basic psychological needs in LMX relationships
Herman A.	Regulatory focus and creativity
Illies J.	Exploring the problem-solving and decision-making activities of leaders: A values perspective
Kobe, L.	Computer-based creativity training: Training the creative process
Susa, T.	The relationship between humor and organizational culture: Lifting organizational barriers to creativity

Publications:

1. Reiter-Palmon, R., Herman, A., & Yurkovich, J. M. (in press). Innovation. The Encyclopedia of Industrial and Organizational Psychology. Sage.
2. Reiter-Palmon, R., & Illies, J. J. (in press). Creativity at work. The Encyclopedia of Industrial and Organizational Psychology. Sage.
3. Reiter-Palmon, R., Herman, A., & Yammarino, F. (in press). Individual and team creativity: A cognitive multi-level perspective. Innovation: A multi-level perspective.
4. Reiter-Palmon, R., Mumford, M.D., & Campion, M. A. (2006). Introduction to the Special Issue: Large Scale HR initiatives in Government and Department of Defense. Human Resources Management Review, 16, 281-283.
5. Reiter-Palmon, R., Brown, M., Sandall, D., Buboltz, C., & Nimps, T. (2006). Development of an O*NET web-based job analysis and its implementation in the U. S. Navy: Lessons learned. Human Resources Management Review, 16, 294-309.
6. Reiter-Palmon, R., Young, M., Strange, J., Manning, R., & James, J. (2006). Occupationally-Specific Skills: Using Skills to Define and Understand Jobs and their Requirements. Human Resources Management Review, 16, 356-375.
7. Steinheider, B., Costanza, D. P., Kisamore, J. L., Reiter-Palmon, R. (2006). Education and training in I/O Psychology: Leaving the Psychology tower: Nontraditional programs in I/O Psychology. The Industrial/Organizational Psychologist, 43, 83-90.
8. Runco, M. A., Illies, J. J., & Reiter-Palmon, R. (2005). Explicit instructions to be creative: A comparison of strategies and criteria as targets with three types of divergent thinking tests. Korean Journal of Thinking and Problem Solving, 15, 5-15.
9. Harland, L., Harrison, W., Jones, J. W., & Reiter-Palmon, R. (2005). Leadership behaviors and subordinate resilience. Journal of Leadership and Organizational Studies, 11, 2-14.
10. Shultz, K. S., Hofman, C. C, & Reiter-Palmon, R. (2005). Using archival data for I/O research: Advantages, pitfalls, sources, and examples. The Industrial/Organizational Psychologist, 42, 31-37.
11. Illies, J., & Reiter-Palmon, R. (2004). Information search and creativity: The role of personal involvement. Journal of Applied Social Psychology, 34, 1709-1729.
12. Reiter-Palmon, R., & Illies, J. J. (2004). Leadership and creativity: Understanding leadership from a creative problem-solving perspective. Leadership Quarterly, 15, 55-77.

Publications (continued)

13. Wiener, R. L., & Reiter-Palmon, R. (2004). Prosecutorial misconduct in death penalty cases: The state may not suppress evidence that is material to guilt or punishment. APA Monitor, June, 87.
14. Butler, A. B., Scherer, L. L., & Reiter-Palmon, R. (2003). Effects of solution elicitation aids and need for cognition on solution generation for ill-structured problems. Creativity Research Journal, 15, 235-244.
15. Reiter-Palmon, R. (2003). Predicting leadership activities: The role of flexibility. Individual Differences Research, 1, 124-136.
16. Kobe, L., Reiter-Palmon, R., & Rickers, J. (2001). Emotional and social intelligence: Predicting leadership. Current Psychology, 20, 154-163.
17. Reiter-Palmon, R. & Connelly, M. S. (2000). Item selection counts: A comparison of empirical key and rational scale validities in theory-based and non-theory-based item pools. Journal of Applied Psychology, 85, 143-151.
18. Mumford, M. D., Marks, M. A., Zaccaro, S. J., Connelly, M. S., & Reiter-Palmon, R. (2000). Development of leadership skills: Experience, timing, and growth. Leadership Quarterly, 11, 87-114.
19. Reiter-Palmon, R., Mumford, M. D., & Threlfall, V. K. (1998). Solving everyday problems creatively: The role of problem construction and personality type. Creativity Research Journal, 11, 187-197.
20. Reiter-Palmon, R., Mumford, M. D., Boes, O. J., & Runco, M. A. (1997). Problem construction and creativity: The role of ability, cue consistency, and active processing. Creativity Research Journal, 10, 9-24.
21. Mumford, M.D., Whetzel, D.L., & Reiter-Palmon, R. (1997). Thinking creatively at work: Organization influences on creative problem solving. Journal of Creative Behavior, 31, 7-17.
22. Reiter-Palmon, R., Mumford, M.D., Clifton, T. C., & Threlfall, V. K. (1996). Family relationships and adjustment: Using background data to understand differential development. Proceedings to the First Biannual Biodata Conference, 114-147.
23. Reiter-Palmon, R. (1996). Background data factors revisited: The Stability of Owens' biodata factors after 25 years. Proceedings to the First Biannual Biodata Conference, 295-312.

Publications (continued)

24. Mumford, M. D., Reiter-Palmon, R., & Snell, A. M. (1994). Background data and development: Structural issues in the application of life history measures. In G. S. Stokes, M. D. Mumford, & W. A. Owens (Eds.), Handbook of background data research: Theories, measures, and applications (pp. 555-581). Palo Alto, CA: Consulting Psychologists Press.
25. Mumford, M. D., Snell, A. M. & Reiter-Palmon, R. (1994). Personality and background data: Life history and self concepts in an ecological system. In G.S. Stokes, M.D. Mumford, & W.A. Owens (Eds.), Handbook of background data research: Theories, measures, and applications (pp. 583-625). Palo Alto, CA: Consulting Psychologists Press.
26. Mumford, M. D., Reiter-Palmon, R., & Redmond, M. R. (1994). Problem construction and cognition: Applying problem representations in ill-defined domains. In M. Runco (Ed.), Problem finding, problem solving, and creativity (pp. 3-39). Norwood, NJ: Ablex.
27. Mumford, M. D., Costanza, D. P., Threlfall, K. V., Baughman, W. A., & Reiter-Palmon, R. (1993). Personality variables and problem construction: An exploratory investigation. Creativity Research Journal, *6*, 365-424.
28. Mumford, M. D., Mobley, M. I., Uhlman, C. E., Reiter-Palmon, R. & Doares, L. M. (1991). Process analytic models of creative capacities: A review and synthesis. Creativity Research Journal, *4*, 91-122.
29. Salthouse, T. A., Babcock, R. L., Mitchell, D. R. D., Palmon, R. & Skovronek, E. (1990). Sources of individual differences in spatial visualization ability. Intelligence, *14*, 187-230.
30. Salthouse, T. A., Legg, S., Palmon, R. & Mitchell, D. R. (1990). Memory factors in age related differences in simple reasoning. Psychology and Aging, *5*, 9-15.
31. Salthouse, T. A., Mitchell, D. R. D. & Palmon, R. (1989). Memory and age differences in spatial manipulation ability. Psychology and Aging, *4*, 480-486.
32. Bousman, L. A., & Reiter-Palmon, R. (in preparation). The relationship between biodata and personality: How different is different?
33. Illies, J. J., & Reiter-Palmon, R. (in preparation). Destructive leader behavior: Internal motivations and external influences.
34. Hepperlen, M., & Reiter-Palmon (in preparation). The nature of exchange relationships in the workplace: A new perspective on Dienesch and Liden's (1986) model of leader-member exchange development.
35. Reiter-Palmon, R., Kobe, L. M., Illies, J. J., & Susa, T. (in preparation). Conscientiousness is not always a good predictor of performance: The case of creativity.

Publications (continued)

36. Reiter-Palmon, R., Kobe, L., Scherer, L., & Buboltz, C. (in preparation). Influence of problem type on creative problem solving.
37. Reiter-Palmon, R., Kobe, L., Illies, J., & Susa, T. (in preparation). The big five and creativity: A replication and extension.
38. Reiter-Palmon, R., Wiener, R. L., Smith, R., Ashley, G., & Winter, R. (in preparation). The effects of empathy in judgments of sexual harassment complaints.
39. Scherer, L., Butler, A., Reiter-Palmon, R., & Weiss, J. (in preparation). A taxonomy of affective reactions to ill-defined problems.

Presentations:

1. Reiter-Palmon, R., Herman, A., & Yammarino, F. (2006, August). Creativity and cognitive processes: Multi-level linkages between individual and team cognition. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
2. Reiter-Palmon, R. (2006, August). Charismatic leadership. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
3. Reiter-Palmon, R. (2006, August). Leadership and emotional intelligence. Paper presented at the Fifth International Conference on Emotions and Worklife, Atlanta, GA.
4. Reiter-Palmon, R. (2006, July). Talent segmentation in workforce planning. Paper presented at the Human Capital Institute Workforce Planning Learning Track Web Conference.
5. Reiter-Palmon, R. (2006, May). Scenarios in Workforce Planning - the Art & Science of Environment Scanning. Paper presented at the Human Capital Institute Workforce Planning Learning Track Web Conference.
6. Shalley C. E., & Reiter-Palmon, R. (2006, May). Personal characteristics and creativity: Traditional and new factors. Paper presented at the Society for Industrial/Organizational Psychology, Dallas, TX.
7. James, J. M., Reiter-Palmon, R., Young, M., Yurkovich, J., & Illies, J.J. (2006, May). Creativity and the Five Factor Model: Do instructions and measures of creativity make a difference? Paper presented at the Society for Industrial/Organizational Psychology, Dallas, TX.
8. Illies, J. J., Reiter-Palmon, R., & Kobe Cross, L. (2006, May). Predicting creativity with alternative biodata question types. Paper presented at the Society for Industrial/Organizational Psychology, Dallas, TX.
9. Reiter-Palmon, R. (2006, May). Leaving the psychology tower: Non-traditional programs in I/O Psychology. Paper presented at the Society for Industrial/Organizational Psychology, Dallas, TX.
10. Reiter-Palmon, R. (2005, Nov.). Workforce planning realities: What is workforce planning and how do we get there? Paper presented at the Human Capital Institute Workforce Planning Learning Track Web Conference.
11. Avolio, B. J., & Reiter-Palmon, R. (2005, August). Emerging executive issues: What leaders think about leadership and its development. Paper presented at the Academy of Management meeting, Hawaii.

Presentations: (continued)

12. Wiener, R. L., & Reiter-Palmon, R (2005, April). Sexual harassment law and psychology: Agreements and disagreements. Paper presented at the Society for Industrial/Organizational Psychology, Los Angeles, CA.
13. Wiener, R. L., Reiter-Palmon, R., Winter, R., & Arnot, L. (2005, April). Submissive sexual harassment complainants: Protecting or blaming the victim. Paper presented at the Society for Industrial/Organizational Psychology, Los Angeles, CA.
14. Reiter-Palmon, R., Wiener, R. L., Smith, R., & Ashley, G. (2005, April). The effects of empathy in judgments of sexual harassment complaints. Paper presented at the Society for Industrial/Organizational Psychology, Los Angeles, CA.
15. Illies, J. J., Reiter-Palmon, R., Nies, J. A., & Merriam, J. (2005, April). Personal values and task-oriented versus relationship-oriented leader emergence. Paper presented at the Society for Industrial/Organizational Psychology, Los Angeles, CA.
16. Buboltz, C., James, J., Robinson, E. & Reiter-Palmon, R. (2005, March). The Relationship Between Divergent Thinking and General Mental Ability. Paper presented at the Great Plain Conference, Omaha, NE.
17. Wiener, R. L., Reiter-Palmon, R., Winter, R., & Arnot, L. (2005, March). Hostile sexism and submissive complainants: The effects of law on workplace judgments. Paper presented at the American Psychology and Law Society, La Jolla, CA.
18. Reiter-Palmon, R., Smith, R., & Ashley, G. (2005, March). The effects of empathy in judgments of sexual harassment complaints. Paper presented at the American Psychology and Law Society, La Jolla, CA.
19. Young, M., Wolfe, J., Nimps, T., Reiter-Palmon, R., & Scherer, L. (2004, Nov.). The relationship between ability, motivation, and originality of solutions generated. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Minneapolis, MN.
20. Buboltz, C., Schaeffer, S., Lofgreen, A., & Reiter-Palmon, R. (2004, Nov.). The relationship between fluency and problem type and originality of the first solution generated. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Minneapolis, MN.
21. Reiter-Palmon, R., Nimps, T., & Smith R.. (2004, Nov.). The relationship between problem type, ability and solution originality. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Minneapolis, MN.

Presentations: (continued)

22. Smith, R., & Reiter-Palmon, R. (2004, June). Using Emotional Intelligence to Predict Leadership: Full Scale or Composites? Paper presented at the Gallup Leadership Institute Summit, Omaha, NE.
23. Harland, L., Harrison, W., Reiter-Palmon, R., & Jones, J. (2004, June). Leadership Behaviors and Employee Resilience. Paper presented at the Gallup Leadership Institute Summit, Omaha, NE.
24. Hepperlen, M. T., & Reiter-Palmon, R. (2004, April). The Role of Basic Psychological Needs in LMX Relationships. Paper presented at the Society for Industrial/Organizational Psychology, Chicago, IL.
25. Reiter-Palmon, R. (2004, April). Curriculum and Outcomes Assessment: Does Your Program Work? Paper presented at the Society for Industrial/Organizational Psychology, Chicago, IL.
26. Butler, A.B., & Reiter-Palmon, R. (2004, April). The Effects of Goal Orientation and Expected Evaluation on Creativity. Paper presented at the Society for Industrial/Organizational Psychology, Chicago, IL.
27. Hepperlen, M. T., & Reiter-Palmon, R. (2003, April). The role of implicit leadership theories in LMX relationship development. Paper presented at the Society for Industrial/Organizational Psychology, Orlando, FL.
28. Hepperlen, M. T., & Reiter-Palmon, R. (2003, April). New perspective on the nature of Leader-Member Exchange relationships. Paper presented at the Society For Industrial/Organizational Psychology, Orlando, FL.
29. Kobe, L. M., & Reiter-Palmon, R. (2003, April). Training the creative process. Paper presented at the Society For Industrial/Organizational Psychology, Orlando, FL.
30. Timmerman, P., Reiter-Palmon, R., & Rohde, T. (2003, March). Voluntary employee turnover: A comparison of the determinants for part and full-time employees. Paper presented at the IO-OB Conference, Akron, OH.
31. Illies, J. J., Nies, J. A., & Reiter-Palmon, R. (2002, Nov.). Computer-based information search and ill-defined problem solving. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Kansas City, MO.
32. Arsenault, C. D., Reiter-Palmon, R., & Illies, J. J. (2002, Nov.). The relationship between the 'Big 5' personality variables and solution generation. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Kansas City, MO.

Presentations: (continued)

33. Reiter-Palmon, R., & Scherer, L. L. (2002, Nov.). The relationship between ability, problem type and solution generation. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Kansas City, MO.
34. Reiter-Palmon, R., & Haley, E. M., (2002, April). 360-Feedback Evaluation and Turnover: Is there a Relationship? Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
35. Illies, J. J., Kobe, L. M., & Reiter-Palmon, R. (2002, April). Effects of Definitional Explicitness and Rating Method on Creativity Assessment. Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
36. Illies, J. J., & Reiter-Palmon, R. (2002, April). Destructive Leader Behavior: The Role of Personal Values. Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
37. Butler, A. B., Scherer, L. L., & Reiter-Palmon, R. (2002, April). Enhancing Creative Problem Solving in Organizations. Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
38. Hepperlen, M. T., & Reiter-Palmon, R. (2002, April). The Interrelationship Between OCBs, LMX, and Supervisory Performance Evaluations. Paper presented at the Society For Industrial/Organizational Psychology, Toronto, Canada.
39. Brown, M. L., Sandal, D., & Reiter-Palmon, R. (2002, April). Defining Work with Fidelity: O*NET-Centric Navy IT Worker Requirements. Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
40. Shultz, K. S., Hoffman, C. C., & Reiter-Palmon, R. (2001, April). Using archival data for I/O research: Advantages, pitfalls, sources, and examples. Round table discussion at the Society for Industrial/Organizational Psychology, San Diego, CA.
41. Kobe, L. M., Illies, J. J., Reiter-Palmon, R., Brown, M., & Sandall, D. (2001, April). Skill Object Designer: An Internet-based Job Analysis Program. Paper presented at the Society of Industrial/Organizational Psychology meeting, San Diego, CA.
42. Hepperlen, M., & Reiter-Palmon, R. (2001, April). The influence of the temporal nature of the relationship development on LMX, OCBs, and performance. Paper presented at the Society of Industrial/Organizational Psychology meeting, San Diego, CA.
43. Reiter-Palmon, R. (2000, July). Creativity in organizations: Current research. Invited address presented at Tel-Aviv University, Tel-Aviv, Israel.

Presentations: (continued)

44. Timmerman, P., & Reiter-Palmon, R. (2000, May). Human values as predictors of depression and anxiety. Paper presented at the Midwestern Psychological Association, Chicago, IL.
45. Reiter-Palmon, R. (2000, April). The state of the research and practice in creativity and innovation in organizations. Paper presented at the Society for Industrial/Organizational Psychology, New Orleans, LA.
46. Hepperlen, M., & Reiter-Palmon, R. (2000, April). The evolution of LMX relationships: Development of a temporal scale. Paper presented at the Society for Industrial/Organizational Psychology, New Orleans, LA.
47. Kobe, L. M., & Reiter-Palmon, R. (2000, April). The effects of stress on creative problem solving. Paper presented at the Society for Industrial/Organizational Psychology, New Orleans, LA.
48. Illies, J. J., & Reiter-Palmon, R. (2000, April). Information search and creative problem solving: Effects of personal involvement. Paper presented at the Society for Industrial/Organizational Psychology, New Orleans, LA.
49. Susa, T., & Reiter-Palmon, R. (2000, Feb.). Humor as a positive affect manipulation. Paper presented at the Society of Personality and Social Psychology, Nashville, TN.
50. Reiter-Palmon, R., Collins, V., & Scherer, L. L. (1999, Nov.). The Effect of Goals and Constraints on the Quantity of Solutions for Ill Defined Problems. Paper to be presented at the meetings of the Judgement and Decision Making Society, Los Angeles, CA.
51. Illies, J. J., Reiter-Palmon, R., & Runco, M. (1999, June). Cognitive style and creativity: The role of ideation. Paper presented at the meetings of the American Psychological Society, Denver CO.
52. Kobe, L. M., Illies, J. J., & Reiter-Palmon, R. (1999, June). Creativity and the five-factor model of personality: Mixed results. Paper presented at the meetings of the American Psychological Society, Denver CO.
53. Reiter-Palmon, R., & Brown, M. (1999, May). Intellectual property and intellectual asset management - competencies for individual and corporate performance. Paper presented at the meeting of the National Knowledge and Intellectual Property Management Task Force, Washington, DC.
54. Reiter-Palmon, R. (1998, August). Chair: The craft of editing. Session presented at the meetings of the Academy of Management, San Diego, CA.

Presentations: (continued)

55. Reiter-Palmon, R., Kobe, L. M., Illies, J. J., Susa, T., & Rickers, J. D. (1998, May). The relationship between conscientiousness and creativity. Paper presented at the meetings of the American Psychological Society, Washington DC. Recognized as one of the best posters in its area.
56. Kobe, L. M., Rickers, J. D., & Reiter-Palmon, R. (1998, May). Emotional and social intelligence: Predicting leadership. Paper presented at the meetings of the American Psychological Society, Washington DC. Recognized as one of the best posters in its area.
57. Reiter-Palmon, R., & Connelly, M. S. (1998, April). Item development counts: A comparison of empirical keying and rational scale validation. Paper presented at the meetings of the Society of Industrial/Organizational Psychology, Dallas, TX.
58. Reiter-Palmon, R. (1998, January). Applying creativity research to organizations. Invited address, Department of Management, Hebrew University, Jerusalem, Israel.
59. Reiter-Palmon, R. (1997, August). Teaching methods for methods teaching: Sharing best practices and worst problems in the methodological training of Ph.D. students. Invited Workshop, Research Methods Division, Academy of Management, Boston, MA.
60. Reiter-Palmon, R. (1997, August). The individual experience of career events. Paper presented at the meetings of the Academy of Management, Boston, MA.
61. Scherer, L. L., Weiss, R. J., Reiter-Palmon, R., & Goodman, D. F. (1996, November). Effect of solution generation on cognitive and affective reactions to problems. Paper presented at the meeting of the Society of Judgment and Decision Making, Chicago, IL.
62. Scherer, L. L., Weiss, R. J., Reiter-Palmon, R., & Condon, J. A. (1996, November). Temporal changes in specific affective states: Implications for decision making. Paper presented at the meeting of the Society of Judgment and Decision Making, Chicago, IL.
63. Reiter-Palmon, R. (1996, October). Background data factors revisited: The stability of Owens' biodata factors after 25 years. Paper presented at the First Biennial Biodata Conference, Athens, GA.
64. Reiter-Palmon, R., Mumford, M. D., Clifton, T. C., & Threlfall, K. V. (1996, October). Family relationships and adjustment: Using background data to understand differential development. Paper presented at the First Biennial Biodata Conference, Athens, GA.
65. Collins, V. I., Koch, D. M., Reiter-Palmon, R., & Craiger, P. (1996, May). Flexibility as a predictor of leadership activity. Paper presented at the meeting of the Midwestern Psychological Association, Chicago, IL.

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66. Scherer, L., Butler, A., Reiter-Palmon, R., & Weiss, J. R. (1994, November). Toward a taxonomy of reactions to ill-defined problems. Paper presented at the meeting of the Society of Judgment and Decision Making, St. Louis, MO.
67. Reiter-Palmon, R. & Mumford, M.D. (1994, August). Defining ill defined domains: The first step in creativity. Paper presented at the meetings of the American Psychological Association, Los Angeles, CA.
68. Reiter-Palmon, R. (1994, May). Problem finding and creativity. Paper presented at the meetings of the Midwestern Psychological Association, Chicago, IL.
69. Clifton, T.C., Kilcullen, R.N., Reiter-Palmon, R., & Mumford, M.D. (1992, August). Comparing different background data scaling procedures using triple cross-validation. Paper presented at the meetings of the American Psychological Association, Washington, D.C.
70. O'Connor, J.A., Gessner, T., Connelly, M.S., Clifton, T.C., Reiter-Palmon, R., & Mumford, M.D. (1992, August). Stages of belief development: An empirical investigation using background data. Paper presented at the meetings of the American Psychological Association, Washington, D.C.
71. Reiter-Palmon, R., Threlfall, K. V., Clifton, T. C., & Mumford, M. D. (1991, November). Differential prediction of adjustment based on family type. Paper presented at the "Lives through time" conference, Palm Springs, CA.
72. Clifton, T. C., Costanza, D. P., Reiter-Palmon, R., & Mumford, M. D. (1991, June). Development of background data rational scales for positive and negative emotionality. Paper presented at the meetings of the American Psychological Society, Washington D.C.
73. Reiter-Palmon, R., Redmond, M. R., & Mumford, M. D. (1991, June). Problem construction: Relationship with creativity and motivation. Paper presented at the meetings of the American Psychological Society, Washington D.C.
74. Reiter-Palmon, R., Connelly, M. S., Clifton, T., O'Connor, J. A., & Mumford, M. D. (1991, August). On the predictive validity of job analysis ratings. Paper presented at the meetings of the Association of Management, Atlantic City, NJ.
75. Reiter-Palmon, R., DeFilippo, B., & Mumford, M. D. (1990, April). Differential predictive validity of positive and negative response options to biodata items. Paper presented at the Meetings of the Southeastern Psychological Association, Atlanta, GA.

Presentations: (continued)

76. Uhlman, C. E., Reiter-Palmon, R., & Connelly, M. S. (1990, April). A comparison and integration of empirical keying and rational scaling of biographical data items. Paper presented at the Meetings of the Southeastern Psychological Association, Atlanta, GA.

Technical Reports:

1. Schweigel, K., Williams, S., Gallagher, E. C., & Reiter-Palmon, R. (2006). Nebraska Department of Correctional Services: Corporal Job Analysis. Omaha, NE: Center for Applied Psychological Services.
2. Gallagher, E. C., Williams, S., Schweigel, K., Brooks, K., & Reiter-Palmon, R. (2006). Recommendations based on the 2003-2004 and 2004-2005 exit interviews: Short-term and long-term. Omaha, NE: Center for Applied Psychological Services.
3. Gallagher, E. C., & Reiter-Palmon, R. (2006). Exit interview data, July 2004 to June 2005 – Nebraska Department of Corrections. Omaha, NE: Center for Applied Psychological Services.
4. Gallagher, E. C., Reiter-Palmon, R., Nimps, T., & Schaeffer, S. (2005). Exit interview data, January 2003 to June 2004 – Nebraska Department of Corrections. Omaha, NE: Center for Applied Psychological Services.
5. Gallagher, E. C., Reiter-Palmon, R., Schaeffer, S., & Nimps, T. (2005). Nebraska Department of Correctional Services: Case Worker Job Analysis. Omaha, NE: Center for Applied Psychological Services.
6. Brooks, K., Gallagher, E. C., Schweigel, K., & Reiter-Palmon, R. (2005). Nebraska Department of Correctional Services: Officer Job Analysis. Omaha, NE: Center for Applied Psychological Services.
7. Schaeffer, S., Nimps, T., & Reiter-Palmon, R. (2004). Exit interview data, 2003: Reasons for leaving and statement ratings - Nebraska Department of Corrections. Omaha, NE: Center for Applied Psychological Services.
8. Reiter-Palmon, R., & Bousman, L. (2001). Why have employees left Union Pacific: A factor analysis of the exit interview and a 30-day later exit survey. Omaha, NE: UNO.
9. Sandall, D. L., Reiter-Palmon, R., & Brown, M. (2000). Cisco career certification task survey. Waxahachie, TX: SkillsNET Corp.
10. Sandall, D. L. & Reiter-Palmon, R. (2000). The development of a classification system for Customer Service, Data Entry, and Claims Processing for CSRG. Waxahachie, TX: SkillsNET Corp.
11. Reiter-Palmon, R., & Sandall, D. L. (1999). An analysis of the culture of CSRG. Waxahachie, TX: SkillsNET Corp.
12. Sandall, D. L., Reiter-Palmon, R. & Brown, M. (1999). Training manual for Skills Analysts - Using SkillObject Designer. Waxahachie, TX: SkillsNET Corp.

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13. D'Agostino, T., Susa, T., & Reiter-Palmon, R. (1999). Review of position requirements for first line supervisor at Lucent. Omaha, NE: Lucent Technologies.
14. D'Agostino, T., Susa, T., & Reiter-Palmon, R. (1999). Improving creativity and innovation for engineers. Omaha, NE: Lucent Technologies.
15. Brown, M. L., Sandall, D. L., & Reiter-Palmon, R. (1999). SkillObject DesignerTM requirements and specifications. Waxahachie, TX: SkillsNET Corp.
16. Reiter-Palmon, R., Susa, T., & D'Agostino, T. (1998). Organizational barriers to creativity: Preliminary results and interventions. Omaha, NE: Lucent Technologies.
17. Kobe, L. M., & Reiter-Palmon, R. (1997). Integrity, Work Ethic, and Conscientiousness Tests: Research for Personnel Selection. Omaha, NE.
18. Scherer, L., & Reiter-Palmon, R. (1994). Organizational Diagnosis and Needs Assessment of the Omaha Office of the United States Immigration and Naturalization Services. Omaha, NE.
19. Mumford, M. D., Zaccaro, S. J., Harding, F. D., Fleishman, E. A., & Reiter-Palmon, R. (1991). Cognitive and temperament predictors of executive ability: Principle for developing leadership capacity. Alexandria, VA: U. S. Army Research Institute.
20. Reiter-Palmon, R., Clifton, T. C., Connelly, M. S., Uhlman, C. E., & Mumford, M. D. (1991). Describing sales position requirements: The job analysis. General Electric Lighting Division.
21. Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., Gilbert, J., & Mumford, M. D. (1991). Instruction manual for sales representatives structured interview. General Electric Lighting Division.
22. Clifton, T. C., Connelly, M. S., Reiter-Palmon, R., Gilbert, J., & Mumford, M. D. (1991). Development of selection methods for General Electric's lighting division sales representatives. General Electric Lighting Division.
23. Connelly, M. S., Reiter-Palmon, R., Clifton, T., & Mumford, M. D. (1991). The C&I division regional manager position - summary of SME meetings. General Electric Lighting Division.
24. Reiter-Palmon, R., Connelly, M. S., Clifton, T. C., Uhlman, C. E., & Mumford, M. D. (1990). Training evaluations and recommendations for sales representatives. General Electric Lighting Division.

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25. Reiter-Palmon, R., Uhlman, C. E., Clifton, T. C., Connelly, M. S., & Mumford, M. D. (1990). Describing sales position requirements: GE Lighting Division: SME meeting. General Electric Lighting Division.
26. Uhlman, C. E., Reiter-Palmon, R., Clifton, T. C., Connelly, M. S., & Mumford, M. D. (1990). Analyzing sales volume: GE Lighting Division. General Electric Lighting Division.
27. Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., Uhlman, C. E., & Mumford, M. D. (1990). Describing sales position requirements: Southern electric: SME meetings report. General Electric Lighting Division.

Presentations to Business and Community Groups and Community Service

1. Leadership and creativity. Lecture to M/I LEAD. Feb. 1993
2. Leadership and management skills. Lecture to International Management Council (IMC). March 1995.
3. Use of the TaskMaster computer software to generate occupational specific skills. 2 day workshop to members of the Texas Skills Standards Board. Feb. 1998
4. Motivating employees. Half day workshop to supervisors from Monroe-Meyers Institute, UNMC. Feb. 1999
5. Conflict resolution. Half day workshop to supervisors from Monroe-Meyers Institute, UNMC. Feb. 1999
6. Creative leadership. Lecture to Distribution Management Systems User Forum. June 1999.
7. Development of biodata selection instrument for entry level fire fighters for the City of Omaha Fire Department. Fall 2000.
8. Workshop of personal attributes of leadership - The Nebraska Governor's Conference on Community Service. June 2001.
9. Creativity and Innovation in Organizations: Lessons from research. Presentation to the International Management Council (IMC). Dec. 2002.
10. Creativity and leadership: Applying the creative process to problems leaders face. Presentation to the Nebraska Chamber of Commerce. April 2003.
11. Creative Thinking and Problem Solving. Presentation to the Nebraska Association of College Recruiters and Admissions (NACRO). Nov. 2003
12. Leadership and Creativity: How can leaders think more creatively. Presentation to the Sarpy County Business Women Association. Dec. 2005
13. Creative Individuals: Who are they and why they are important. Presentation to Gallup. April 2006