

CURRICULUM VITAE

BRIAN D. CAWLEY, PH.D.

Department of Business, Calvin College, 1740 Knollcrest Circle SE, Grand Rapids, MI 49546

Phone: 616-526-7849 | email: bcawley@calvin.edu

EDUCATION

The University of Akron, Akron, Ohio

Ph.D. in Industrial and Organizational Psychology

1996

Dissertation: "Performance Rating Discrepancies: A Direct Test of Multiple Explanations"

Major Professor: Dr. Paul E. Levy

The University of Akron, Akron, Ohio

M.A. in Industrial and Organizational Psychology

1992

Thesis: "Appraisal Discrepancies and Feedback Reactions: A Field Investigation"

Major Professor: Dr. Paul E. Levy

University of Wisconsin-Madison, Madison, Wisconsin

B.S. in Psychology

1989

Senior Honors Thesis: "Social and Contextual Information Influences in Decision Making"

Major Professor: Dr. Edward Hirt

ACADEMIC EXPERIENCE

Calvin College, Grand Rapids, Michigan

Associate Professor, Department of Business

2010 – present

Management, Organizational Behavior, Human Resources Management, and Industrial and Organizational Psychology

Colorado Christian University, Lakewood, Colorado

Affiliate Professor, School of Business and Leadership

2009 – present

Undergraduate and MBA Program; Management, Leadership, and Human Resources Management

Colorado State University, Fort Collins, Colorado

Faculty Affiliate, Department of Psychology

1997 – 2006

Graduate program in Industrial and Organizational Psychology

The University of Akron, Akron, Ohio

Graduate Teaching Assistant and Instructor, Department of Psychology

1990 – 1994

Industrial and Organizational Psychology

APPLIED EMPLOYMENT EXPERIENCE

Corvirtus, LLC, Colorado Springs, Colorado

Business Strategist

2004 – 2010

Led clients in developing strategic business systems and tools designed to improve enterprise success and provided specialized consulting to corporate executives in the areas of organizational development, leadership development and strategic talent management.

- SHL Group, Ltd., Chicago, Illinois
Director of Consulting Solutions, Americas Region **2002 – 2004**
 Management and oversight of consulting operations for the Americas region, client management and relationships, product management, and business development.
- SHL Group, Ltd., Boulder, Colorado
Managing Director, Boulder Regional Office **1998 – 2002**
 Management and oversight of consulting operations for the Western USA, client management and relationships, product management, and business development.
- SHL Group, Ltd., Boulder, Colorado and Orinda, California
Practice Director, Litigation Services **1996 – 1998**
 Formation, coordination and management of expert project teams to facilitate expert testimony and related research for client projects related to employment discrimination and human factors cases.
- SHL Group, Ltd., Boulder, Colorado and State College, Pennsylvania
Consulting Project Manager, Landy Jacobs & Associates, Inc. **1994 – 1996**
 Management and oversight of consulting operations for the Americas region, client management and relationships, product management, and business development.
- SHL Group, Ltd., Cleveland, Ohio
Consultant, Olsen, Stern Murphy & Hogan **1991 – 1994**
 Part-time Talent Management consulting working in the areas of selection validation, individual assessment, job analysis, organizational effectiveness surveys, and 360-degree feedback instrument development and administration.
- Wells Fargo Bank, San Francisco, California
Staff Analysis Consultant **1992**
 Full-time, paid internship as an internal human resource consultant to senior management and line personnel officers in the areas of employee selection procedures and employee opinion surveys.

CURRENT RESEARCH INTERESTS

Virtues, organizational culture, and business results
 Leadership development, self-leadership, virtues and personal vision
 Calling and career development
 Integrated talent management and human resource analytics
 Organizational socialization practices
 Employee experiences, customer experiences and business results
 Organizational citizenship behaviors and communal accountability

PUBLICATIONS

- Cawley, B.D., Keeping, L.M. & Levy, P.E. (1998). Participation in the performance appraisal process and employee reactions: A meta-analytic review of field investigations. Journal of Applied Psychology, 83(4), 615-633.
- Levy, P.E., Cawley, B.D., & Foti, R.J. (1998). Reactions to appraisal discrepancies: Performance ratings and attributions. Journal of Business and Psychology, 12(4), 437-455.

Levy, P.E., Albright, M.D., Cawley, B.D. & Williams, J.R. (1995). Feedback seeking, feedback bypassing, and the tendency to reconsider and modify one's initial desire to seek feedback: Individual and contextual factors. Organizational Behavior and Human Decision Processes, 62(1), 23-37.

REFEREED PAPERS AND PRESENTATIONS

Cawley, B. D. (2011). More Than Good Service – Delivering Intended Customer Experiences: Virtues, Positive Psychology, and This New Economy. Paper accepted and to be presented at the Second World Congress on Positive Psychology. Philadelphia, PA. July, 2011.

Cawley, B. D. (2011). Interactive Workshop: More Than Good Service – Delivering Intended Customer Experiences: Virtues, Positive Organizational Scholarship, and This New Economy. Workshop accepted for the 2011 Christian Business Faculty Association Annual Conference. Mount Vernon, OH. June, 2011.

Cawley, B. D. and Villavaso, G. (2009). Beyond Service – Delivering Intended Experiences: I/O and This New Economy. Paper accepted and presented at the 24th Meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA. April, 2009.

Baker, R. C., Myers, T., Rogers, D. A., Murphy, C., and Cawley, B. D. (2007). The Impact of Counterproductive Work Behaviors on Customer Perceptions of Service Quality. Paper accepted and presented at the 22nd Meeting of the Society for Industrial and Organizational Psychology. New York, NY. April, 2007.

Cawley, B.D. and Baker, R.C. (2006). Leaders Generate Profit by Creating Cultures that Keep Promises to Employees. Paper accepted and presented at the 2006 Gallup Leadership Summit, Washington, D.C., October, 2006.

Baker, R. C. and Cawley, B.D. (2006). Creating Profit by Keeping Promises to Employees. Paper accepted and presented at the 21st Meeting of the Society for Industrial and Organizational Psychology. Dallas, TX. May, 2006.

Cawley, B.D. (2002). Now that we're all grown up...Opportunities and challenges facing mid-career I/O psychologists. Presentation accepted and delivered as part of a Panel Discussion at the Seventeenth Annual Meeting of the Society for Industrial/Organizational Psychology, Toronto, Ontario, Canada; April 2002.

Cawley, B.D. & Furcon, J. (2000). Making the world a little smaller: International assessment using Internet technology. Paper accepted and presented as part of a Practitioner Forum at the Fifteenth Annual Meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA; April 2000.

Cawley, B.D. (1999). Public Safety Entry-level Assessment – Creating a Global Practice. Presentation accepted and delivered at the SHL Group Development Forum, Thames Ditton, Surrey, England; June 1999.

Cawley, B.D. (1999). Internet Recruiting and Screening: Three Case Studies. Presentation accepted and delivered at the SHL Group Development Forum, Thames Ditton, Surrey, England; June 1999.

Cawley, B.D. (1999). Chair, Taking the Efficiency Bull by the Scientific Horns: Entry-level Testing. Practitioner Forum accepted and presented at the Fourteenth Annual Meeting of the Society for Industrial/Organizational Psychology, Atlanta, GA; April 1999.

- Shankster-Cawley, L.J. & Cawley, B.D. (1998). Female Public Safety Officers: Battling More Than Fires and Crime. Paper accepted and presented as part of a symposium (Chair: Paula Caligiuri) at the Thirteenth Annual Meeting of the Society for Industrial/Organizational Psychology, Dallas, TX; April 1998.
- Cawley, B.D. & Shankster-Cawley, L.J. (1997). HR Effectiveness: The Legal Perspective. Paper accepted and presented as part of a symposium (Chair: Rick Jacobs) at the Twelfth Annual Meeting of the Society for Industrial/Organizational Psychology, St. Louis, MO; April 1997.
- Landy, F.J., Shankster-Cawley, L.J., Cawley, B.D., Lee, S., Papinchock, J., and Bodhane, J. (1996). Competency-based HR Interventions: The Road to Transformation. Practitioner Forum (Chair: Frank Landy) accepted and presented at the Eleventh Annual Meeting of the Society for Industrial/Organizational Psychology, San Diego, CA; April 1996.
- Cawley, B.D. & Levy, P.E. (1995). Rating Discrepancies: A Direct Test of Multiple Explanations. Paper accepted and presented at the Tenth Annual Meeting of the Society for Industrial/Organizational Psychology, Orlando, FL; April 1995.
- Levy, P.E., Albright, M.D. & Cawley, B.D. (1994). Inquiry: Its Relationship to Feedback Favorability, Monitoring, and Public Self Consciousness. Paper accepted and presented at the Ninth Annual Meeting of the Society for Industrial/Organizational Psychology, Nashville, TN; April 1994.
- Cawley, B.D. & Levy, P.E. (1993). A Meta-analysis of Participation and Satisfaction in the Performance Appraisal Process. Paper accepted and presented at the Eighth Annual Meeting of the Society for Industrial/Organizational Psychology, San Francisco, CA; May 1993.
- Cawley, B.D. & Levy, P.E. (1992). Appraisal Discrepancies and Feedback Reactions: A Field Investigation. Paper accepted and presented at the Seventh Annual Meeting of the Society for Industrial/Organizational Psychology, Montreal, Quebec, Canada; May 1992.
- Levy, P.E., Cawley, B.D., & Albright, M.D. (1991). Expectations, Discrepancies, and Reactions: What Matters Most? Paper accepted and presented at the meetings of the American Psychological Association, San Francisco, CA; August 1991.

INVITED ADDRESSES AND OTHER PRESENTATIONS

- Cawley, B. D. (2010). Engaging and Retaining Top Talent: A Conversation with Chris Arreola of Bonefish Grill. Leader and moderator for an international, professional webinar broadcast. January, 2010.
- Cawley, B. D. (2009). Character and Self-awareness for Leaders: Tools for Helping You and Your Team Grow. Invited address and workshop at the Saying Yes Worship Arts Conference, Colorado Springs, CO. October, 2009.
- Cawley, B. D. (2009). Assessments for Hiring Employees That Can Bring Your Customer Experience to Life. Invited address at the Taleo World Conference, Las Vegas, NV. September, 2009.
- Cawley, B.D. (2007). Turning the Tables on Turnover: A Foodservice Workforce Solutions Workshop. National Restaurant Association Educational Foundation (NRAEF) Invited to be part of an expert panel at the 2007 National Restaurant Association Show. Chicago, IL. May, 2007.

Cawley, B.D. & Austin, J. (1999). Mergers and Acquisitions: Organizational Culture Audits. Invited address at Colorado State University, Departments of Psychology and Business. Fort Collins, CO; August 1999.

PROFESSIONAL AFFILIATIONS

American Psychological Association (APA); Member; 1989-present
 Society for Industrial and Organizational Psychology (Division 14 of APA) (SIOP), Member; 1989-present
 International Positive Psychology Association (IPPA); Member; 2007-present
 Organizational Behavior Teaching Society (OBTS); Member; 2011-present

EDITORIAL BOARDS AND PROFESSIONAL ACTIVITIES

Editorial Board, <i>The Industrial-Organizational Psychologist</i>	2010 – present
Regular Reviewer, <i>Journal of Applied Psychology</i>	1998 – present
Regular Reviewer, <i>Personnel Psychology</i>	1998 – present
Annual Reviewer, SIOP Program Committee	1998 – present
Calvin College, Summer Seminar, <i>Reflective Pedagogies and Christian Practices</i> with Dr. David I. Smith	2011
Calvin College, Kuiper Seminar for new faculty, participant	2011
LeaderShift Seminar, with Don Cousins and Bruce Bugbee	2008
The Truth Project, Leader Training	2006
Committee Member, SIOP Membership Committee	1998 – 2002
Committee Member, SIOP International Membership Sub-committee	2001 – 2002

AWARDS AND HONORS

McGregor Faculty Mentor Award; Calvin College	2011
McGregor Undergraduate Research Program for the Humanities and Social Sciences Research: "How to facilitate a "good fit"? Organizational socialization practices that facilitate virtuous organizational cultures."	
Student Award Recipient: Danielle Ayeh	
John Philip Sousa Award; J I Case High School	1985
National School Choral Award; J I Case High School	1985

SERVICE

Calvin College, Online Education Task Force	2011– present
Calvin College, Faculty Advisor for Student Independent Study Psychology 390; Industrial and Organizational Psychology with Brian Van Eck	Spring 2011
Calvin College, Faculty Advisor for Student Honors Projects Business 360 with Mark Anderson	Spring 2011
Business 360 with Jennifer Colosky	Fall 2010
Calvin College, Fridays at Calvin	2010-2011
Calvin College, Enrollment drive participation	Spring 2011
Calvin College, Department "Learn" team member	2010-2011
Calvin College, Center for Innovation in Business, Staffing consulting support	Spring 2011
Compassion International, Colorado Springs, CO Representative, Calvin College Faith and International Development Conference	Spring 2011
Mission trip to Lima, Peru with the Compassion Leadership Development Program	Fall 2010

Woodmen Valley Chapel, Colorado Springs, CO	
Southwest Community development advisory team	2005– 2010
Small Group Ministry advisory team	2006– 2010
Small Group leader	2006– 2010
Worship Team member (bass guitar)	2005– 2010
ACTS Ministry (community impact and service) leader and participant	2006– 2010
Project leader, Congregation-wide survey, analysis, and recommendations	2006
Evangelical United Methodist Church, Racine, WI	
Consulting on staffing and development issues to support church growth	2002 – present
Rush Pikes Peak Soccer Club, Colorado Springs, CO	
Assistant Coach; various youth competitive teams	2007 – 2010
Goodwill Industries of Colorado Springs, Colorado Springs, CO	
Executive Succession Planning projects and consultation	2005– 2010
Leadership Pikes Peak, Colorado Springs, CO	
Visionnering consulting and strategy and leadership development	2005– 2006