

# CURRICULUM VITAE

University of Idaho

**NAME:** Thorsteinson, Todd J.

**DATE:** August 26, 2024

**RANK OR TITLE:** Professor

**DEPARTMENT:** Psychology and Communication

**OFFICE LOCATION & CAMPUS ZIP:** Student Health 006; 3043

**OFFICE PHONE:** 885-4944

**FAX:** 885-7710

**EMAIL:** tthorste@uidaho.edu

**WEB:** www.webpages.uidaho.edu/~tthorste/

**DATE OF FIRST EMPLOYMENT AT UI:** July 1998

**DATE OF TENURE:** July 2004

**DATE OF PRESENT RANK OR TITLE:** July 2011

## **EDUCATION BEYOND HIGH SCHOOL:**

### **Degrees:**

Ph.D., Bowling Green State University, Bowling Green, Ohio, 1998, Industrial/Organizational Psychology (Minor, Quantitative Methods)

M.A., Bowling Green State University, Bowling Green, Ohio, 1995, Industrial/Organizational Psychology

B.A., University of Minnesota at Morris, Morris, Minnesota, 1993, Psychology (with distinction)

## **EXPERIENCE:**

### **Teaching, Extension and Research Appointments:**

Professor, Psychology, University of Idaho, 2011 – present

Associate Professor, Psychology, University of Idaho, 2004–2011

Assistant Professor, Psychology, University of Idaho, 1998–2004

Director of Psychology Instructional Microcomputer (PIM) Lab, Bowling Green State University, 1997–98

Instructor, Psychology, Bowling Green State University, 1996, 1997–98

Teaching Assistant, Department of Psychology, Bowling Green State University, 1995–96

Research Assistant, Office of Academic Affairs, Bowling Green State University, 1994–95

Research Assistant, Department of Psychology, Bowling Green State University, 1993–94

### **Academic Administrative Appointments:**

Department Chair, Psychology & Communication Studies, 2014–2019.

### **Consulting:**

The Center for Substance Abuse Prevention (CSAP) Fellowship. March 2006 to March 2008. Received training in substance abuse prevention; development of scales to assist in the evaluation of substance abuse prevention programs; development of online course to assist in training of prevention professionals.

Mary Schultz & Associates, P.S., Spokane, WA, January 2005 to March 2006. Expert witness in an age discrimination case; prepared report on the dynamics of age discrimination in organizations

Division of Human Resources and Department of Correction, State of Idaho, Boise, ID, January 2005 – August 2005. Creation of an integrity test for use in the selection of correctional officers.

Wildland Fire Lessons Learned Center, Marana, AZ, October 2002. Developed a guide on training evaluation and made recommendations regarding the evaluation of courses taught at the center.

Bureau of Land Management, Boise, Idaho, April 2002. Developed and presented a guide to help managers develop critical incidents for behaviorally anchored rating scales.

Gritman Medical Center, Moscow, Idaho, June–August 1999. Developed a training program for a structured interview.

**Consulting (cont):**

- AP Parts International, Toledo, Ohio, January-May 1996. Member of a project team that developed a training program to improve their interviewing process and developed a resume screen.
- Procter & Gamble, Cincinnati, Ohio, August-December 1995. Member of a project team that developed rational, weighted application blank, and item-criterion regression scoring keys with empirical cross-validation. Examined the effects of job and social desirability on test scores. Conducted differential validity and adverse impact analyses.
- Mid Am Information Services, Inc., Bowling Green, Ohio, August-November 1995. Member of a project team that prepared and analyzed a customer satisfaction survey. Presented the results to management.
- AP Parts International, Toledo, Ohio, October-December 1995. Member of a project team that developed a survey and conducted focus groups to assess core competencies.
- Owens-Illinois, Toledo, Ohio, May 1995. Organized O-I's literature on management training programs into a computer database to improve their ability to identify appropriate training programs for managers.
- Alpha/Beta/Alta Tube Corporation, Toledo, Ohio, April 1995. Member of a project team that analyzed and interpreted survey data for management.
- Brush-Wellman, Inc., Elmore, Ohio, January-May 1995. Member of a project team that developed a training program for a multi-skill / multi-craft position.
- Supplemental Staffing, Toledo, Ohio, January-May 1995. Member of a project team that developed an improved process for matching temporary employees with employers.
- Trinova Corporation, Maumee, Ohio, December 1994-April 1995. Member of a project team that analyzed the results of an employee attitude survey. Helped prepare over 50 reports for individual plants and presented results to management.
- Southern California Gas Company, Los Angeles, California, September-December 1994. Member of a project team that developed alternate forms of two cognitive ability tests. Performed item analyses and identified questions that were potential problems.
- Brush-Wellman, Inc., Elmore, Ohio, June-August 1994. Member of a project team that designed a performance evaluation system for apprentices.
- Office of Financial Aid and Student Employment, Bowling Green State University, Bowling Green, Ohio, June-July 1994. Member of a project team that developed a training program for student employees.

**TEACHING ACCOMPLISHMENTS:****Areas of specialization:**

Industrial-organizational psychology

**Courses taught:**

Bowling Green State University

Psychology 240 Using Microcomputers in Psychology

Psychology 270 Quantitative Methods

University of Idaho

Psychology 101 Introduction to Psychology

Psychology 101 (Honors) Introduction to Psychology

Psychology 215 Quantitative Methods in Psychology

Psychology 320 Introduction to Social Psychology

Psychology 416 Industrial/Organizational Psychology

Psychology 430 Tests and Measurements

Psychology 440 Psychology of Judgment and Decision Making

Psychology 435/535 Personnel Psychology

Psychology 450/550 Training and Performance Support

Psychology 504 ST: Selection and Applied Testing

Psychology 504 ST: Personnel Psychology

Psychology 512 Research Methods

Psychology 513 Advanced Research Methods

Psychology 541 Social Psychology in the Workplace

**Students advised:**

## Graduates:

## Major Professor (on-campus students):

Grant Billings, PhD, (in progress)  
 Luis Alejandro Breuer Calcena, M.S., 2024  
 Daniel Francis, M.S., 2023  
 J'aime Bellingham, M.S., 2022  
 Grant Billings, M.S., 2021  
 Laura Racich, M.S., 2011  
 Matthew Strawn, M.S., 2010 (thesis)  
 Catherine Hamilton, M. S., 2008 (thesis)  
 John Taylor, M.S., 2008  
 Jennifer Breier, M.S., 2007  
 Steen Jensen, M.S., 2007  
 Titus Smith, M.S., 2007  
 Michael Buck, M.S., 2006 (thesis)  
 Wesley Hubbard, M.S., 2006  
 Misti Rutledge, M.S., 2006  
 Patrick Sellick, M.S., 2006  
 Cynthia Wulff, M.S., 2006 (thesis)  
 Daniel Felts, M.S., 2005  
 Christian Cabezas, M.S., 2004  
 Michael Slagel, M.S., 2004 (thesis)  
 Michael D. Sutton, M.S., 2004 (thesis)  
 Eric D. Watland, M.S., 2004 (thesis)  
 DayValena Colling, M.S., 2002 (thesis)  
 Erik Srnka, M.S., 2002  
 Michelle Butler, M.S., 2001  
 Jenna Verby, M.S., 2001  
 Justin Waskow, M.S., 2001  
 Gary Vickrey, M.S., 2000  
 Kevin Schreiber, M.S., 1999  
 Ray Wallace, M.S., 1999

## Member (M.S.):

Olugbenga Gideon, M.S. (Psychology), 2024  
 Abigail Rode, M.S. (Psychology), 2024  
 Natalie Redmond, M.S. (Natural Resources), 2022  
 Andrew Perry, M.S. (Psychology), 2022  
 Nathan Minard, M.S. (Psychology), 2020  
 Ashley Bogar, M.S. (Psychology), 2015  
 Amelia Warden, M.S. (Psychology), 2015  
 Amber Kostoff, M.S. (Conservation Social Sciences), 2012  
 Austin Ragsdale, M.S. (Psychology), 2012  
 Kyoung deok Baik, M.S. (Psychology), 2009  
 Dianhan Zheng, M.S. (Psychology), 2009  
 Andrew Dodd, M.S. (Psychology), 2008  
 Jenny Guarino, M.S. (Statistics), 2008  
 Jessica LaCroix, M.S. (Psychology), 2008  
 Shawnee Williams, M.S. (Psychology), 2007  
 Ryan Zimmerman, M.S. (Psychology), 2007  
 Cavan Fitzsimmons, M.S. (Conservation Social Sciences), 2006  
 Amy Gomez, M.S. (Psychology), 2006

## Member (Ph.D.):

Kellen Probert, PhD (Psychology), 2024  
 William Felton, PhD (Psychology), 2021  
 Angela Vanhoozer, PhD (Environmental Science), 2014  
 Jennifer Farnum, PhD (Conservation Social Sciences), 2006  
 Candice Chien, PhD (Education), 2004

**Courses Developed:**

PSYC 215: Quantitative Methods in Psychology  
 PSYC 440: Psychology of Judgment and Decision Making

**Non-credit Classes, Workshops, Seminars, Invited Lectures, etc.:**

Thorsteinson, T.J. (2017, June). *Insights from neuroscience and memory*. Presentation at the Idaho District Judges Conference, Moscow, ID.

**Honors and Awards:**

Vandal Helping Hand Award, 2000  
 Nominee for Outstanding Faculty Award, 2003

**SCHOLARSHIP ACCOMPLISHMENTS:****Peer Reviewed/Evaluated:**

- Thorsteinson, T.J., & Billings, C. G. (in press). Progress decisions involving time: Sunk cost or completion effects. *Journal of Behavioral Decision Making*. <https://doi.org/10.1002/bdm.2405>
- Thorsteinson, T.J., & Clark, M.E. (2024). Effects of explanations and precise anchors on salary offers. *The Journal of Social Psychology*, 164(3), 351-366. <https://doi.org/10.1080/00224545.2022.2081527>
- Thorsteinson, T.J. (2021). Knowledge of precise offers as a negotiating tactic does not reduce its effect on counteroffers. *Journal of Theoretical Social Psychology*, 5, 203-214. <https://doi.org/10.1002/jts5.86>
- Thorsteinson, T.J., Sturgeon, F.L., & Dredge, C.M. (2021). Advice to friends in want/should conflicts. *Journal of Behavioral Decision Making*, 34, 448-456. <https://doi.org/10.1002/bdm.2221>
- Thorsteinson, T.J. (2018). A meta-analysis of interview length on reliability and validity. *Journal of Occupational and Organizational Psychology*, 91, 1-32. <https://doi.org/10.1111/joop.12186>
- Strawn, M.W., and Thorsteinson, T.J. (2015). Influence of response mode on order effects in the interview. *Human Performance*, 28, 183-198. <https://doi.org/10.1080/08959285.2015.1021042>
- Thorsteinson, T. J. (2011). Initiating salary discussions with an extreme request: Anchoring effects on initial salary offers. *Journal of Applied Social Psychology*, 41, 1774-1792. <https://doi.org/10.1111/j.1559-1816.2011.00779.x>
- Thorsteinson, T. J., and Withrow, S. (2009). Does unconscious thought outperform conscious thought on complex decisions? A further examination. *Judgment and Decision Making*, 4, 234-246. <https://doi.org/10.1017/s1930297500001765>
- Thorsteinson, T. J., Breier, J., Atwell, A., Hamilton, C., and Privette, M. (2008). Anchoring effects on performance judgments. *Organizational Behavior and Human Decision Processes*, 107, 29-40. <https://doi.org/10.1016/j.obhdp.2008.01.003>
- Maynard, D. C., Thorsteinson, T. J., and Parfyonova, N. M. (2006). Reasons for working part-time: Subgroup differences in job attitudes and turnover intentions. *Career Development International*, 11, 145-162. <https://doi.org/10.1108/13620430610651895>
- Thorsteinson, T. J. (2006). Framing effects on the setting of critical scores for content valid tests. *Human Performance*, 19, 201-217. [https://doi.org/10.1207/s15327043hup1903\\_2](https://doi.org/10.1207/s15327043hup1903_2)
- Thorsteinson, T. J., Palmer, E. M., Wulff, C., and Anderson, A. (2004). Too good to be true? Using realism to enhance applicant attraction. *Journal of Business and Psychology*, 19, 125-137. <https://doi.org/10.1023/b:jobu.0000040276.75748.b9>

**Peer Reviewed/Evaluated (cont.):**

- Thorsteinson, T. J. (2003). Job attitudes of full- and part-time employees: A meta-analytic review. *Journal of Occupational and Organizational Psychology*, 76, 151-177. <https://doi.org/10.1348/096317903765913687>
- Thorsteinson, T. J., and Highhouse, S. (2003). Effects of goal framing in job advertisements on organizational attractiveness. *Journal of Applied Social Psychology*, 33, 2393-2412. <https://doi.org/10.1111/j.1559-1816.2003.tb01891.x>
- Highhouse, S., Zickar, M. J., Thorsteinson, T. J., Stierwalt, S. L., and Slaughter, J. E. (1999). Assessing company employment image: An example in the fast-food industry. *Personnel Psychology*, 52, 151-172. <https://doi.org/10.1111/j.1744-6570.1999.tb01819.x>
- Thorsteinson, T. J., and Balzer, W. K. (1999). Effects of coworker information on perceptions and ratings of performance. *Journal of Organizational Behavior*, 20, 1157-1173. [https://doi.org/10.1002/\(sici\)1099-1379\(199912\)20:7<1157::aid-job947>3.0.co;2-j](https://doi.org/10.1002/(sici)1099-1379(199912)20:7<1157::aid-job947>3.0.co;2-j)
- Boudreau, N., Sullivan, J., Balzer, W., Ryan, A., Yonker, R., Thorsteinson, T., and Hutchinson, P. (1997). Should faculty rank be included as a predictor variable in studies of gender equity in university faculty salaries? *Research in Higher Education*, 38, 297-312. <https://doi.org/10.1023/a:1024946022857>
- Thorsteinson, T. J., and Ryan, A. M. (1997). The effect of selection ratio on perceptions of the fairness of a selection test battery. *International Journal of Selection and Assessment*, 5, 159-168. <https://doi.org/10.1111/1468-2389.00056>
- Balzer, W., Boudreau, N., Hutchinson, P., Ryan, A., Thorsteinson, T., Sullivan, J., Yonker, R., and Snavelly, D. (1996). Critical modeling principles when testing for gender equity in faculty salary. *Research in Higher Education*, 37, 633-658. <https://doi.org/10.1007/bf01792950>

**Technical Reports:**

- Thorsteinson, T. J. (2005). *Development and validation of an integrity test for the selection of correctional officers*. Submitted to the Idaho Division of Human Resources, Boise, ID.
- Thorsteinson, T. J. (2004). *Evaluation of the Idaho Drug Free Youth (IDFY) program*. Submitted to the Idaho Department of Health and Welfare, Boise, ID.
- Thorsteinson, T., Ley, S., Schreiber, K., and Wallace, R. (1999). *Training guide for structured interview training program*. Submitted to Gritman Medical Center, Moscow, ID.
- Irwin, J., Perez, L., Thorsteinson, T., Ryan, A., and Hakel, M. (1996). *Administrator's guide and participant materials for structured interviewer training*. Bowling Green, OH: Institute for Psychological Research and Application.
- Balzer, W., Greguras, G., Irwin, J., O'Connor, G., Ployhart, R., Thorsteinson, T., Roberts, D., and Utrata, M. (1995). *An evaluation of the O-I performance review training workshop*. Bowling Green, OH: Institute for Psychological Research and Application.
- Cowley, A., Thorsteinson, T., and Rogelberg, S. (1995). *Mid-Am Information Services customer satisfaction survey*. Bowling Green, OH: Institute for Psychological Research and Application.
- Crewe, B., Thorsteinson, T., and Ryan, A. (1995). *Development of a definition of a best employee*. Bowling Green, OH: Institute for Psychological Research and Application.
- Hemingway, M., Shepherd, W., Thorsteinson, T., and Balzer, W. (1995). *Psychometric analyses of the Winter 1995 Aeroquip employee attitude survey*. Bowling Green, OH: Institute for Psychological Research and Application.

**Technical Reports (cont.):**

- Irwin, J., Thorsteinson, T., Waite, J., Woods, J., and Goldstein, H. (1995). *Development of an order processing and feedback procedure for improved person-environment fit of temporary employees*. Bowling Green, OH: Institute for Psychological Research and Application.
- Irwin, J., Thorsteinson, T., Waite, J., Woods, J., and Goldstein, H. (1995). *Development of a training program for the multi-skill / multi-craft project at Brush-Wellman*. Bowling Green, OH: Institute for Psychological Research and Application.
- Ryan, A., Ployhart, R., and Thorsteinson, T. (1995). *Alpha/Beta/Alta Tube Corporation: Opinion Survey*. Bowling Green, OH: Institute for Psychological Research and Application.
- DeLaTorre, P., Hahn, S., Irwin, J., Maynard, D., Robie, C., Thorsteinson, T., and Ryan, A. (1994). *Student employee training program*. Bowling Green, OH: Institute for Psychological Research and Application.
- Hahn, S., Thorsteinson, T., and Ryan, A. (1994). *Development of a performance evaluation system for the apprenticeship program*. Bowling Green, OH: Institute for Psychological Research and Application.

**Papers Presented at Scholarly Meetings:**

- Billings, C.G., & Thorsteinson, T. J. (2023, May). *Sunk cost and completion effects in progress decisions involving time*. Poster presented at the 35<sup>th</sup> Annual Convention of the Association for Psychological Science, Washington, D.C.
- Billings, C. G., & Thorsteinson, T.J. (2021, May). *Task enjoyment does not moderate sunk cost effects of time and effort on persistence*. Poster presented at the 33<sup>rd</sup> Annual Convention of the Association for Psychological Science (virtual meeting).
- Clark, M.E., & Thorsteinson, T. J. (2020, May). *Rationales in salary negotiations decrease counteroffers*. Poster presented at the 32<sup>nd</sup> Annual Convention of the Association for Psychological Science, Chicago, IL.
- Dredge, C.M., Delgado, M.S., Sturgeon, F.L., & Thorsteinson, T.J. (2018, May). *Effects of sunk time and project completion on decisions to continue*. Poster presented at the 30<sup>th</sup> Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Sturgeon, F.L., Delgado, M.S., Dredge, C.M., & Thorsteinson, T.J. (2018, May). *Advice to friends differs from should judgments for an indulgent option*. Poster presented at the 30<sup>th</sup> Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Thorsteinson, T.J. (2016, August). *The role of explanations and precise anchors in negotiation*. Poster presented at the Annual Convention of the American Psychological Association, Denver, CO.
- Thorsteinson, T.J., & Tyler, W.A. (2016, April). *Knowledge of precise anchoring does not reduce its effectiveness*. Poster presented at the 31<sup>st</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Thorsteinson, T.J. (2014, May). *A meta-analysis of interview length on reliability and validity*. Poster presented at the 29<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Thorsteinson, T. J., Benson, C., John, M., & Sasser, S. (2012, May). *Advice to friends is more similar to want judgments than should judgments*. Poster presented at the 24<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago.
- Strawn, M. W., & Thorsteinson, T. J. (2012, April). *Influence of response mode on order effects in the interview*. Poster presented at the 27<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, San Diego.

**Papers Presented at Scholarly Meetings (cont.):**

- Small, S., & Thorsteinson, T. J. (2011, May). *Predecisional distortion in employment interviews*. Poster accepted for presentation at the 23<sup>rd</sup> Annual Convention of the Association for Psychological Science, Washington, D.C.
- Thorsteinson, T. J. (2010, April). *Effects of precise salary offers on counteroffers and perceptions*. Poster presented at the 25<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Atlanta.
- Thorsteinson, T. J., Mahler, C., & Carr, T. (2009, May). *Anchoring effects on salary recommendations requires scale compatibility*. Poster presented at the 21<sup>st</sup> Annual Convention of the Association for Psychological Science, San Francisco.
- Thorsteinson, T. J., Carr, T., & Mahler, C. (2009, April). *Raters' perceptions and use of inflated self-ratings in performance judgments*. Poster presented at the 24<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans.
- Thorsteinson, T. J., & Withrow, S. (2008, May). *A memory aid improves conscious thought on complex decisions*. Poster presented at the 20<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago.
- Thorsteinson, T. J., & Hamilton, C. (2008, April). *Anchoring effects on initial salary recommendations*. Poster presented at the 23<sup>rd</sup> Annual Convention of the Society for Industrial and Organizational Psychology, San Francisco.
- Thorsteinson, T. J. (2007, April). *A propensity score analysis of work status and job attitudes*. Poster presented at the 22<sup>nd</sup> Annual Convention of the Society for Industrial and Organizational Psychology, New York.
- Thorsteinson, T. J. (2006, May). *Trait inferences about organizations: A person-organization fit approach to initial attraction*. In C. M. Harold and M. Horvath (Co-Chairs), *Toward an understanding of the antecedents of initial organizational attraction*. Paper presented at the 21<sup>st</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Dallas.
- Sutton, M. D., & Thorsteinson, T. J. (2005, April). *Applicants' reactions to drug testing: An application of fairness theory*. Poster presented at the 20<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Los Angeles.
- Maynard, D. C., & Thorsteinson, T. J. (2004, August). *Non-standard work arrangements: New directions in research and theory*. Symposium held at the Annual Convention of the Academy of Management, New Orleans, LA.
- Maynard, D. C., Thorsteinson, T. J., and Parfyonova, N. M. (2004, August). *Understanding the varieties of experience among part-time employees*. In D. C. Maynard and T. J. Thorsteinson (Co-Chairs), *Non-standard work arrangements: New directions in research and theory*. Symposium held at the Annual Convention of the Academy of Management, New Orleans, LA.
- Thorsteinson, T. J., Dahl, R. R., and Bennett, S. (2004, April). *Effects of framing and outcome knowledge on item difficulty estimates*. Poster presented at the 19<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Chicago.
- Thorsteinson, T. J. (2003, April). *Valence of wording in recruitment advertisements on applicant attraction*. Poster presented at the 18<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Thorsteinson, T. J., and Hironaka, S. (2003, April). *Framing effects on the Angoff method*. Poster presented at the 18<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Papers Presented at Scholarly Meetings (cont.):**

- Thorsteinson, T. J., Srnka, E., and Kurowski, T. (2003, April). *Effects of reasons for missing information on admission decisions*. Poster presented at the 18<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Thorsteinson, T. J., Butler, M. R., and Colling, D. K. (2002, April). *Message framing effects across problem domains*. Poster presented at the Annual Convention of the Rocky Mountain Psychological Association, Park City, UT.
- Thorsteinson, T. J. (2001, April). *Job attitudes of full- and part-time employees: A meta-analytic review*. Poster presented at the 16<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Thorsteinson, T. J., Billings, M. A., and Joyce, M. C. (2001, April). *Matching recruitment messages to applicant preferences*. Poster presented at the 16<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Thorsteinson, T. J., Schreiber, S., and Thaemert, N. (2001, April). *Effects of recommendation forms with missing information on judgments of applicants*. Poster presented at the 16<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Thorsteinson, T. J., Highhouse, S., and Fay, T. (1999, August). *Effects of message framing in job advertisements on organizational attractiveness*. Paper presented at the annual Academy of Management Conference, Chicago, IL.
- Highhouse, S., Zickar, M. J., Thorsteinson, T. J., Stierwalt, S.L., and Slaughter, J. E. (1998, April). *Company employment image in fast-food: Perceptions of teenagers and retirees*. In S. Highhouse (Chair), *Image is everything? Corporate image and applicant attraction*. Symposium held at the 13<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Thorsteinson, T. J., McFarland, L. A., and Ryan, A. M. (1998, April). *Specificity in job advertisements as signals of unknown organizational characteristics*. Poster presented at the 13<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Thorsteinson, T. J., Ryan, A. M., and McFarland, L. A. (1998, April). *Effect of job advertisement specificity and inferences about organizational characteristics on applicant attraction*. Poster presented at the 13<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Balzer, W., Greguras, G., Ployhart, R., Irwin, J., Thorsteinson, T., O'Connor, G., and Roberts, D. (1996, April). *Rater and ratee perspectives on sources of performance information*. Poster presented at the 11<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Thorsteinson, T. J., and Balzer, W. K. (1996, April). *Effects of coworker information on perceptions and ratings of performance*. Poster presented at the 11<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Ratliff-Crain, J., Thibedeau, J., Doucette, E., Thorsteinson, T., and Wandersee, D. (1994, April). *Alcohol as a risk factor for sexual aggressiveness: Methodological issues*. Presented at the Annual Convention of the Eastern Psychological Association, Providence, RI.

**Grants and Contracts awarded:**

- 2024 University of Idaho CLASS Summer Research Grant. \$1,894 (Thorsteinson, T.J.)
- 2022 University of Idaho CLASS Summer Research Grant. \$2,000 (Thorsteinson, T.J.)
- 2006 National Park Service. *Strategic Organization Review Internship*. \$6,500.00 (Thorsteinson, T. J.)



**Grants and Contracts awarded (cont.)**

- 2005 Idaho Division of Human Resources. *Development of an integrity test for the selection of Correctional*. \$5,323.20 (Thorsteinson, T. J.)
- 2003 University of Idaho Travel Grant. \$715.00 (Thorsteinson, T. J.)
- 2002-04 Idaho Department of Health and Welfare. *Development of program evaluation protocol for Idaho Drug Free Youth*. \$10,000.00 (Thorsteinson, T. J., and Meier, S. E)
- 2002-04 Idaho State Board of Education. *Integration of technology into undergraduate psychology training at the University of Idaho*. 2002-2004. \$199,948.00 (Meier, S. E., Reardon, R., & Thorsteinson, T.)
- 2000-01 University of Idaho Seed Grant Program. *An investigation of goal framing effects across problem domains*. \$7,957.00 (Thorsteinson, T. J.)

**Grants not awarded:**

- 2021 Letter of Inquiry for National Endowment for Financial Education (NEFE). *Development of a situational judgment test of financial literacy*. Requested: \$63,477 (unfunded). P.I.: Thorsteinson, T.J.

**Honors and Awards**

Nominee for Best Symposium for Careers Division, Academy of Management (2004)  
Bowling Green State University Doctoral Fellowship  
I/O Academic Challenge Grant Summer Assistantship (BGSU)

**SERVICE:****Major Committee Assignments:****Departmental:**

- 2024 Director of Graduate Studies, Psychology  
2023 Director of Graduate Studies, Psychology  
2023 Chair, Search Committee for Asst/Assoc Professor of Psychology  
2023 Member, Culture, Society and Justice P&T Committee  
2022 Director of Graduate Studies, Psychology  
2022 Member, Counseling and Testing Center P&T Committee  
2022 Psyc & Comm P&T Committee  
2021 Director of Graduate Studies, Psychology  
2021 Chair, Psyc & Comm P&T Committee  
2021 Administrative Assistant Search Committee, Psyc & Comm  
2020 Director of Graduate Studies, Psychology  
2020 Member, Sociology P&T Committee  
2019 Member, Counseling and Testing Center P&T Committee  
2017 Chair, Search Committee for Soc/Anth Chair  
2013 Director of Graduate Studies, Psychology  
2013 Chair, Clinical Faculty Search Committee, Psyc & Comm  
2013 Member, Political Science Faculty Search Committee  
2013 Temporary Instructor Search Committee, Psychology  
2012 Director of Graduate Studies, Psychology  
2012 Psyc & Comm P&T Committee  
2011 Director of Graduate Studies, Psychology  
2011 Faculty Search Committee, Psyc & Comm  
2010 Director of Graduate Studies, Psychology  
2010 Technology Committee, Psyc & Comm  
2009 Director of Graduate Studies, Psychology  
2008 Director of Graduate Studies, Psychology

**Departmental (cont.):**

2007 Director of Graduate Studies, Psychology  
 2007 Experimental Psychology Faculty Search Committee, Psyc & Comm  
 2006 Director of Graduate Studies, Psychology  
 2006 Communication Studies Faculty Search Committee, Psyc & Comm  
 2005 Director of Graduate Studies, Psychology  
 2004 Psyc & Comm P&T Committee  
 2004 Director of Graduate Studies, Psychology  
 2003 Director of Graduate Studies, Psychology  
 2002 Psyc & Comm P&T Committee  
 2002 Graduate Studies Committee, Psyc & Comm  
 2001 Chair, I/O Faculty Search Committee, Psyc & Comm  
 2001 Psyc & Comm P&T Committee  
 2001 Graduate Studies Committee, Psychology  
 2000 Chair, I/O Faculty Search Committee, Psyc & Comm  
 2000 Psyc & Comm P&T Committee  
 2000 Graduate Studies Committee, Psychology  
 1999 Graduate Studies Committee, Psychology  
 1998 I/O Faculty Search Committee, Psychology

**College:**

2023 CLASS Promotion and Tenure Committee  
 2022 Member, Polya Success Committee, College of Science  
 2022 CLASS Promotion and Tenure Committee  
 2021 CLASS Promotion and Tenure Committee  
 2018 CLASS Curriculum Committee  
 2018 CLASS Search Committee for Interim Dean, 2018  
 2018 Reviewer for CLASS Research Fellowship  
 2017 CLASS Curriculum Committee  
 2017 Reviewer for CLASS Research Fellowship  
 2016 CLASS Curriculum Committee  
 2016 Search Committee for CLASS Budget Director  
 2013 CLASS Promotion and Tenure Committee  
 2012 CLASS Academic Appeals Committee  
 2012 CLASS Promotion and Tenure Committee  
 2012 Periodic Review Committee of Dean Aiken  
 2011 CLASS Academic Appeals Committee  
 2011 CLASS Promotion and Tenure Committee  
 2010 CLASS Academic Appeals Committee

**University:**

2024 Undergraduate Committee on General Education, GEM rep for social and behavioral ways of knowing  
 2023 Sabbatical Evaluation Leave Committee  
 2023 Undergraduate Committee on General Education, GEM rep for social and behavioral ways of knowing  
 2022 Institutional Review Board  
 2022 Sabbatical Evaluation Leave Committee  
 2021 Institutional Review Board  
 2021 Sabbatical Evaluation Leave Committee  
 2020 Institutional Review Board  
 2019 Institutional Review Board  
 2018 Institutional Review Board  
 2017 Institutional Review Board  
 2017 Search Committee for Director of Distance and Extended Education  
 2016 Institutional Review Board  
 2015 Institutional Review Board  
 2015 University Curriculum Committee  
 2014 Institutional Review Board

**University (cont.):**

2014 University Curriculum Committee  
 2013 Faculty Appeals Hearing Board (Alternate)  
 2013 Institutional Review Board  
 2013 University Curriculum Committee  
 2012 Faculty Affairs Committee  
 2012 Faculty Appeals Hearing Board (Alternate)  
 2012 Institutional Review Board  
 2011 Faculty Affairs Committee  
 2010 CLASS representative to the sub-committee of the Space Governance Group (SGG)  
 2010 Faculty Affairs Committee  
 2008 Chair, Administrative Hearing Board  
 2007 Administrative Hearing Board  
 2007 Student Financial Aid Committee  
 2006 Administrative Hearing Board  
 2006 Student Financial Aid Committee  
 2005 Academic Hearing Board  
 2005 Dismissal Hearings Committee (Alternate)  
 2005 Student Financial Aid Committee  
 2004 Academic Hearing Board  
 2004 Dismissal Hearings Committee (Alternate)  
 2003 Dismissal Hearings Committee (Alternate)  
 2002 Chair, University Commencement Committee  
 2001 Chair, University Commencement Committee  
 2000 University Commencement Committee

**Professional and Scholarly Organizations**

Association for Psychological Science (APS), 2002-present  
 Society for Industrial and Organizational Psychology (SIOP), 1999-2023  
 SIOP Program Committee, 1999-2023

## Editorial Board:

*Personnel Assessment and Decisions*, 2015-present  
*Journal of Behavioral Decision Making*, 2018-present

## Ad Hoc Reviewer:

*Canadian Journal of Administrative Sciences*  
*Consciousness and Cognition*  
*Current Psychology*  
*Experimental Psychology*  
*Human Resource Management*  
*International Journal of Psychology*  
*Journal of Applied Social Psychology*  
*Journal of Behavioral Decision Making*  
*Journal of Business and Psychology*  
*Journal of Occupational & Organizational Psychology*  
*Judgment and Decision Making*  
*Organizational Behavior and Human Decision Processes*  
*Organization Science*  
*Personality and Social Psychology Bulletin*  
*Personnel Assessment and Decisions*  
*Personnel Psychology*  
*The Spanish Journal of Psychology*  
*Work and Occupations*