



**Department of Management and Entrepreneurship; Ph.D. program
Collaborations between Ph.D. students and faculty at VCU**

Our students have collaborated with VCU faculty to produce top quality research methods work. For example:

- Zitong Sheng is first author of a paper on the uses of meta-analytic structural equation modeling (Sheng, Kong, Cortina, & Hou, 2016).
- Kate Keeler is first author on an *Academy of Management Review* paper on the effects of music characteristics on workplace outcomes. She is co-first author on an award-winning article that examines the disconnect between models that authors claim to test and the models that they actually test (Cortina, Green, Keeler, & Vandenberg, 2017). She is also an author on a *Journal of Management* paper on restricted variance interactions (Cortina, Koehler, Keeler, & Nielsen, in press).
- Sheila List is a coauthor of several articles with Mike McDaniel and Sven Kepes in *Industrial and Organizational Psychology: Perspectives on Science and Practice*. One addresses the need for editors to lead change efforts during the editorial review process (Kepes, List, & McDaniel, 2018); another examines the construct validity of situational judgment tests (McDaniel, List, & Kepes, 2016). She is first author on papers relating to sensitivity analysis (List, Kepes, & McDaniel, 2017) and on challenges to research integrity (List & McDaniel, 2016).

While they were students here, these recent graduates also collaborated with faculty to publish in top journals

- Jamie Field was a co-author a paper on HARKing in *Personnel Psychology* (Bosco et al., 2016) as well as a paper on effect size benchmarks in *Journal of Applied Psychology* (Bosco et al., 2015). He was also a co-author on another paper with Frank Bosco on metaBUS in *Personnel Assessment and Decisions* (2015) and on a book chapter about maximizing reproducibility in our field (Bosco & Field, 2017).
- George Banks published several papers on publication bias while he was a VCU student. He was first author on a chapter on publication bias that was published in the famous statistical and methodological myths and urban legends series edited by Lance and Vandenberg (Banks, Kepes, & McDaniel, 2015). He was also first author on publication bias papers in *International Journal of Selection and Assessment* (Banks, Kepes, & McDaniel, 2012) and *Educational Evaluation and Policy Analysis* (Banks, Kepes, & Banks, 2012). He was a co-author on publication bias papers published in *Organizational Research Methods* (Kepes, Banks, McDaniel, & Whetzel, 2012), *Journal of Applied Psychology* (O'Boyle, Forsyth, Banks, & McDaniel, 2012a), *Journal of Business Venturing* (O'Boyle, Rutherford, & Banks,

2014), and two in the *Journal of Business and Psychology*, one of which related to publication bias (Kepes, Banks, & Oh, 2014) and another on meta-analytic reporting standards and practices (Kepes, McDaniel, Brannick, & Banks, 2013). He was also first author on a chapter in *The Oxford Handbook of Assessment and Selection* (Banks & McDaniel, 2012) and *The Oxford Handbook of Work and Aging* (McDaniel, Pesta, & Banks, 2012). His contributions to research methods won him the Early Career Contributions award from the Research Methods Division of the Academy of Management in 2017.

- Ernest O'Boyle published extensively while a VCU student. For instance, his article on publication bias is published in the top entrepreneurship journal, *Journal of Business Venturing* (O'Boyle et al., 2014). He was first author on another *Journal of Business Venturing* article, this one a meta-analysis on the effects of family involvement on firm performance (O'Boyle, Pollack, & Rutherford, 2012b). He was also first author of a meta-analysis published in the top journal in organizational psychology, *Journal of Applied Psychology* (O'Boyle et al., 2012a). His contributions to research methods won him the Early Career Contributions award from the Research Methods Division of the Academy of Management in 2015.

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