

Arlington Heights High School: College preparatory course

Miami University: AB, Psychology, 1964

University of California (Berkeley): in Industrial-Differential
Psychology, 1972

President of Omicron Delta Kappa leadership honorary

Outstanding Sophomore of the Year Award, Miami University

Culler Physics Prize for outstanding freshman or sophomore
undergraduates in physics

Naval ROTC Scholarship: four years

Navy Midshipman of the Year, Miami University, two years

Phi Eta Sigma Honorary

Undergraduate

Personnel Decisions Research Institutes, Inc.: Chief Scientist (2011-2016)

Personnel Decisions Research Institutes, Inc.: Chief Executive Officer
(1996 – 2011)

Personnel Decisions Research Institutes, Inc.: President and Director of
Research (1988 – 1996)

**R
I** Performance measurement; criterion development; personnel selection; job analysis; person perception; personality assessment; assessment centers

**P
M** American Psychological Association:
 Fellow, Division 14, Industrial and Organizational Psychology (1983 – present)
 Member, Council of Representatives (1991 – 1994)
 President, Division 14 (1994 – 1995)
 Member, Division 8, Personality and Social Psychology
 Fellow, Division 19, Military Psychology (2010-present)
 Society for Organizational Behavior (1983 – Present)

E B Contributing Editor: Journal of Applied Psychology (1982 – 1988; 1994 – 1996; 2002 - 2011)

Consulting Editor: Personnel Psychology (1990 – 1996)

Consulting Editor: Group and Organization Management (1992 – 2003)

Consulting Editor: International Journal of Selection and Assessment (1996 – Present)

Consulting Editor: Human Performance (1996 – 2002)

Associate Editor: Human Performance (2002 - 2005)

Editor: Human Performance (2006 – 2015)

Member of Editorial Board, Frontiers of Industrial-Organizational Psychology (1988 – 1995; 2005 – 2010)

Occasional Reviewer for:
 Journal of Personality and Social Psychology
 Psychological Bulletin
 Applied Psychological Measurement
 Organizational Behavior and Human Decision Processes
 Journal of Military Psychology
 Journal of Studies on Alcohol
 Journal of Personality Assessment
 Journal of Organizational Behavior
 Academy of Management Review
 Applied Psychology: An International Review
 Journal of Applied Social Psychology
 Journal of Occupational and Organizational Psychology
 Human Relations

- Hedge, J.W., & Borman, W.C. (2018). Employee age and performance in organizations. In K.S. Shultz & G.A. Adams (Eds.),
st (2^d edition). Mahwah, NJ: Lawrence Erlbaum, 123-145.
- Silzer R.F. & Borman, W.C. (2017) Leadership potential, In Oxford handbook of talent management, Collins, D.G., Mullahs, K., Casco, W.F. (Eds.) The New York: Oxford University Press, Inc.
- Darr, W., Borman, W., St-Pierre, L., Kubisiak, C., Grossman M., (2017). An applied examination of the computerized adaptive rating scale for assessing performance.
25(2) pp.149-153.
- Borman, W. C., Grossman, M., Bryant, R. H., & Dorio, J. (2017). The measurement of task performance as criteria in selection research second edition. In J. L. Farr and N. Tippins (Eds.),
pp.429-447 New York: Psychology Press.
- Ispas, D., & Borman, W. C. (2015) Psychology of personnel selection In J. D. Wright (Ed.),
(2^d ed.). Elsevier.
- Borman, W. C., Brantley, L. B., & Hanson, M. A. (2014). Progress toward understanding the structure and determinants of job performance: A focus on task and citizenship performance.
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- Borman, W. C. (2014). Intersections between technology and I/O psychology. In M. D. Coovert and L. F. Thompson (Eds.),
New York, NY: Routledge.
- Borman, W. C. (2012). Dimensions, tasks, and mixed models: An analysis of three diverse perspectives on assessment centers. In D. J. R. Jackson, C. E. Lance, and B. J. Hoffman (Eds.),
New York, NY: Routledge.
- Borman, W. C., & Smith, T. N. (2012). The use of objective measures as criteria in I/O psychology. In N. Schmitt (Ed.),
(pp. 532-542). New York, NY: Oxford University Press, Inc.
- Hedge, J. W., & Borman, W. C. (2012). Work and aging. In S. W. J. Koslowski (Ed.),

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- Pace, V. L., & Borman, W. C. (2006). The use of warnings to discourage faking on noncognitive inventories. Chapter in R. Griffith (Ed.), (281-302). Greenwich, CT: Information Age Publishing, Inc.
- Hedge, J. W., Borman, W. C., & Lammlein, S. E. (2006).
Washington, DC: American Psychological Association.
- Penney, L. M., & Borman, W. C. (2005). The prediction of contextual performance. In A. Evers, N. Anderson, and O. Voskuijl (Eds.), (376-396). Oxford: Blackwell.
- Hedge, J. W., Borman, W. C., Bruskiwicz, K. T., & Bourne, M. J. (2004). The development of an integrated performance category system for supervisory jobs in the U.S. Navy. 231-243.
- Borman, W. C. (2004). Introduction to the special issue: Personality and the prediction of job performance: More than the Big 5. 267-269.
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- Borman, W. C., Klimoski, R. J., & Ilgen, D. R. (2003). Stability and change in industrial and organizational psychology. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), Volume 12 in I. B. Weiner (Editor-in-Chief), New York: Wiley.
- Pulakos, E. D., Schmitt, N., Dorsey, D. W., Arad, S., Hedge, J. W., & Borman, W. C. (2002). Predicting adaptive performance: Further tests of a model of adaptability. 299-323.
- Miles, D. E., Borman, W. C., Spector, P. E., & Fox, S. (2002). Building an integrative model of extra role work behaviors: A comparison of counterproductive work behavior with organizational citizenship behavior. 51-57
- Borman, W. C., Buck, D. E., Hanson, M. A., Motowidlo, S. J., Stark, S., & Drasgow, F. (2001). An examination of the comparative reliability, validity, and accuracy of performance ratings made using computerized adaptive rating scales. (5), 965-973.
- Borman, W. C., Penner, L. A., Allen, T. D., & Motowidlo, S. J. (2001). Personality predictors of citizenship performance. 52-69
- Borman, W. C. (2001). Performance evaluation in work settings. In Oxford: Elsevier Science Ltd.
- Peterson, N. G., Mumford, M. D., Borman, W. C., Jeanneret, P. R., Fleishman, E. A., Levin, K. Y., Campion, M. A., Mayfield

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Hanson, M. A., Borman, W



Borman, W. C., Peterson, N. G., & Russell, T. L. (1992). Selection, training, and development of personnel. In G. Salvendy (Ed.), (2nd Edition) (pp. 882-914). New York: John Wiley

Oppler, S. H., Campbell, J. P., Pulakos, E. D., & Borman, W. C. (1992). Three approaches to the investigation of subgroup bias in

Borman, W. C. (1987). Personal constructs, performance schemata, and "folk theories" of subordinate effectiveness: Explorations in an Army officer sample.
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- Borman, W. C. (1979). Individual differences correlates of accuracy in evaluating performance effectiveness. *Journal of Applied Psychology*, 64, 103-115.
- Borman, W. C. (1979). Review of LEADS, a test of supervisory ability, in *Journal of Applied Psychology*, 64, 116-117.
- Borman, W. C. (1979). Review of the Management Relations Survey, in *Journal of Applied Psychology*, 64, 118-119.
- Dunnette, M. D., & Borman, W. C. (1979). Personnel selection and classification systems. In M. R. Rosenzweig, & L. W. Porter (Eds.), *Handbook of personnel selection and classification* (pp. 477-525). Palo Alto, CA: Annual Reviews, Inc.
- Borman, W. C. (1978). Exploring upper limits of reliability and validity in job performance ratings. *Journal of Applied Psychology*, 63, 135-144. Reprinted in R. Hampp and C. Hilgenfeld (Eds.), *Beurteilungspersonal: Perspektivenwechsel in der Personalbeurteilung*.
- Motowidlo, S. J., & Borman, W. C. (1978). Relationships between military morale, motivation, satisfaction, and unit effectiveness. *Journal of Applied Psychology*, 63, 47-52.
- Borman, W. C. (1977). Consistency of rating accuracy and rater errors in the judgment of human performance. *Journal of Applied Psychology*, 62, 238-252.
- Borman, W. C., & Bleda, P. R. (1977). Measuring motivation and work-related satisfaction in a military context. *Journal of Applied Psychology*, 62, 253-262.

Kubisiak, U.C., Lentz, E., Horgen, K.E., Bryant, R.H., Connell, P.W.,

Houston, J. S., Borman, W. C., Farmer, W. L., & Bearden, R. M. (2005).

(Institute Report #503).

Minneapolis, MN: Personnel Decisions Research Institutes, Inc.

Borman W. C., Hedge J. W., Bruskiwicz K. T., & Bourne, M. J. (2003).

Penney, L. M., Borman, W. C., Hedge, J. W., Abrahams, N. T., & Drenth
D. J. (2001).

(Institute Report #381). Tampa, FL: Personnel
Decisions Research Institutes, Inc.

Sutton, M. J., Horgen, K. E., Borman, W. C., & Kubisiak, U. C. (2001).
(Institute

Report #375). Tampa, FL: Personnel Decisions Research Institutes, Inc.

Penney, L. M., Sutton, M. J., & Borman, W. C. (2000).

Tampa, FL: Personnel
Decisions Research Institutes, Inc.

Drenth, D. D., Kubisiak, U. C., & Borman, W. C. (2000).

(Institute Report #365). Tampa, FL: Personnel Decisions Research
Institutes, Inc.

Kubisiak, U. C., Drenth, D. D., & Borman, W. C. (2000).

(Institute Report
#362). Tampa, FL: Personnel Decisions Research Institutes, Inc.

Penney, L. M., Sutton, M. J., & Borman, W. C. (2000).

(Institute Report #358).
Tampa, FL: Personnel Decisions Research Institutes, Inc.

Kubisiak, U. C., Drenth, D. D., & Borman, W. C. (2000).

Penney, L. M., Horgen, K. E., & Borman, W. C. (1999).

(Institute Report #340).

Tampa, FL: Personnel Decisions Research Institutes.

Hanson, M. A., Kubisiak, U. C., Horgen, K., Buck, D. E., Bunch, L. B.,
Foster, L., & Borman, W. C. (1998).

(Institute

Report #304). Tampa, FL: Personnel Decisions Research Institutes.

Hedge, J. W., Hanson, M.A., Borman, W. C., Bruskiwicz, K. T., & Logan,
K. K. (1997).

(AL/HR-TR-1997-0013). Brooks AFB, TX: Air Force Material
Command Armstrong Laboratory.

Peterson, N. G., Borman, W. C., Jeanneret, P. R., Fleishman, E. A., &
Levin, K. Y. (Eds.) (1997).

. Final report, option year, Utah Department of
Employment Security.

Hedge, J. W., Hanson, M. A., Bruskiwicz, K. T., Logan, K. K., and Borman, W. C. (1995).

(Institute Report #257). Minneapolis, MN: Personnel Decisions Research Institutes, Inc.

Borman, W. C., Ackerman, L. D., & Kubisiak, U. C. (1994).

(Contract Nos. 93-2 and 93-3). Sacramento, CA: Cooperative Personnel Services.

Hanson, M. A., Hedge, J. W., Logan, K. K., Bruskiwicz, K. T., & Borman, W. C. (1994).

(Institute Report #254). Minneapolis, MN: Personnel Decisions Research Institutes, Inc.

Paullin, C., Cox, G., Cureton, J., and Borman, W. C. (1994).

(Institute Report #261). Minneapolis, MN: Personnel Decisions Research Institutes.

Hedge, J. W., Hanson, M. A., Borman, W. C., & Bruskiwicz, K. (1994).

(AL/HR-TR-1994-0065). Brooks AFB, TX: Human Resources Directorate Manpower and Personnel Research Division.

Borman, W. C., Hedge, J. W., Cook, P. J., Harville, D. L., and Skinner, M. J. (1994).

(AL/HR-TP-1994-0021). Brooks AFB, TX: Manpower and Personnel Research Division, Armstrong Laboratory Human Resources Directorate.

Paullin, C., Cox, G., Cureton, J., & Borman, W. C. (1994).

(Institute Report #252). Minneapolis, MN: Personnel Decisions Research Institutes, Inc.

Hedge, J. W., Borman, W. C., Hanson, M. A., Carter, G. W., & Nelson, L. C. (1993).

(Institute Report #235). Minneapolis, MN: Personnel Decisions Research Institutes.

Hanson, M. A., Hedge, J. W., Borman, W. C., & Nelson, L. C. (1993).

(Institute Report #236). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., Hedge, J. W., & Cook, P. J. (1993).

. Final Report to Human Resources Directorate, Armstrong Laboratory, Brooks AFB, TX.

Borman, W. C., & Hallam, G. L. (1989).

(Institute Report #153). AFHRL-TP-89-2, Air Force Human Resources Laboratory.

Borman, W. C., & Owens-Kurtz, C. K. (1989).

. Submitted to Navy Personnel Research and Development Center.

Owens-Kurtz, C. K., Borman, W. C., Gialluca, K. A., Abrahams, N. M., & Mattson, J. D. (1989).

(NPRDC TN90-1). Navy Personnel Research and Development Center.

Gialluca, K. A., Borman, W. C., and Owens-Kurtz, C. K. (1988).

(Institute Report #165). Minneapolis, MN: Personnel Decisions Research Institutes.

Houston, J. S., Borman, W. C., Tornow, W. W., & Gialluca, K. A. (1988).
Final report to the Personnel Accreditation Institute:

. Submitted to the Personnel Accreditation Institute.

Borman, W. C., Owens-Kurtz, C. K., & Peterson V. A. (1987).

(Institute Report #127). Submitted to the Navy Personnel Research and Development Center, San Diego, CA.

Borman, W. C., Russell, T. L., & Skilling, N. J. (1987).

(Research Report No. 1441). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences, Alexandria, VA.

Kanfer, R., & Borman, W. C. (1987).

Borman, W. C. (1986).

. Submitted to U.S. Army
Research Institute for the Behavioral and Social Sciences, Alexandria,
VA.

Borman, W. C., & Pulakos, E. D. (1986).

. Submitted to the U.S.
Army Research Institute for the Behavioral and Social Sciences,
Alexandria, VA.

Borman, W. C., Rosse, R. L., & Rose, S. R. (1983).

(Institute Report #85). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., Rosse, R. L., Toquam, J. L., & Lammlein, S. E. (1983).

(Institute Report #86). Minneapolis, MN: Personnel Decisions Research Institutes.

Toquam, J. L., Houston, J. S., & Borman, W. C. (1983).

(Institute Report #87). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., & Keyes, M. A. (1982).

(Institute Report #74). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., Rosse, R. L., & Rose, S. R. (1982).

(Institute Report #73). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., Rosse, R. L., & Toquam, J. L. (1982).

(Institute Report #78). Minneapolis, MN: Personnel Decisions Research Institutes.

Borman, W. C., Toquam, J. L., Rose, S. R., & Abrahams, N. M. (1982)..

Borman, W. C., Mendel, R. M., Lammlein, S. E., & Rosse, R. L. (1981).

- Borman, W. C., & Dunnette, M. D. (1978).
(Institute Report #23). Minneapolis, MN: Personnel
Decisions Research Institutes.
- Borman, W. C., & Rosse, R. L. (1978).
(Institute Report #20). Minneapolis, MN:
Personnel Decisions Research Institutes.
- Borman, W. C., Rosse, R. L., Abrahams, N. M., & Toquam, J. L. (1978).
(Institute Report #24).
Minneapolis, MN: Personnel Decisions Research Institutes.
- Borman, W. C., Toquam, J. L., & Rosse, R. L. (1978).
(Institute Report #22). Minneapolis, MN:
Personnel Decisions Research Institutes.
- Borman, W. C., Borman, K. M., & Rosse, R. L. (1976).
. Final report submitted to
the Minneapolis Public Schools.
- Borman, W. C., Hough, L. M., & Dunnette, M. D. (1976).
(Institute Report #6). (NPRDC TR-76-31). Navy Personnel
Research and Development Center.
- Borman, W. C., Hough, L. M., & Dunnette, M. D. (1976).
(Institute Report #7). Minneapolis,
MN: Personnel Decisions Research Institutes.
- Borman, W. C., & Rosse, R. L. (1976).

Borman, W. C., Dunnette, M. D., & Johnson, P. D. (1974).

. Minneapolis, MN: Personnel Decisions Inc.

Hellervik, L. W., Borman, W. C., Douce, L., Dohm, T., Murton T., & Baunach, P. J. (1974).

. Minneapolis, MN: Personnel Decisions Inc.

Motowidlo, S. J., Dowell, B. E., Hopp, M. A., Borman, W. C., Johnson, P. D., & Dunnette, M. D. (1974).

. Minneapolis, MN: Personnel Decisions Inc.

Borman, W. C. (1973).

. Minneapolis, MN: Personnel Decisions Inc.

Borman, W. C. (1973).

. Minneapolis, MN: Personnel Decisions Inc.

Ramsay, S. P., Mathwich, J. R., Bedwell, W. L., Summers, J. K., & Borman, W. C., (2017, April)

Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orland, FL.

Watola, D. J., Raymer, S. D., Borman, W. C., Ilgen, D. R., Lindsay, D., Salas, E., & Zaccaro, S. J., (2016, May).

Borman, W. C. (2012, October).

Presentation for the

Kantrowicz, T., McLellan, R. A., Borman, W. C., Houston, J. S., & Schneider, R. J. (2009, April). Validation of computer adaptive personality scales for commercial use. In M. S. Fetzer (Chair),
Symposium
conducted at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Dullaghan, T. R., & Borman, W. C. (2009, April).
Poster presented at the 24th
Annual Conference for the Society for Industrial and Organizational Psychology, New Orleans, LA.

Borman, W. C. (2008, October).
Presented at the Management School,

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Borman, W. C., Hedge, J. W., Bourne, M. J., & Kubisiak, U. C. (2006, May).
Presented at the
42^d International Applied Military Psychology Symposium, Berlin,
Germany.

Chan, D., Borman, W. C., Lievens, F., McDaniel, M., Ployhart, R., &
Schmitt, N. (2006, May).
Panel discussion at the 21 Annual
Conference of the Society for Industrial and Organizational
Psychology, Dallas, TX.

Borman, W. C., (2006, February).

Borman, W. C., Penney, L. M., & Bearden, R. M. (2003, June).

- Kubisiak, U. C., & Borman, W. C. (2001, April).
Poster
presented at the 16th Annual Conference, Society for Industrial and
Organizational Psychology, San Diego, CA.
- Horgen, K. E., Borman, W. C., & Hanson, M. A. (2001, April).
Paper presented at the 16th
Annual Conference, Society for Industrial and Organizational
Psychology, San Diego, CA.
- Borman, W. C., Penney, L. M., Horgen, K. E., Birkeland, S. A., Hedge J.
W., Bowles, S., & Held, J. D. (2001, April).
Invited paper presented at the International
Workshop on Military Recruitment and Retention in the 21st Century,
The Hague, NL.
- Borman, W. C. (2000, November).
Invited keynote address to the Personnel
Testing Council of Southern California, Long Beach, CA.
- Wisher, R. A., Curnow, C. K., Borman, W. C., & Chase, S. L. (2000,
October).
American
Educational Research Association Conference, Chicago, IL.
- Borman, W. C. (2000, September).
Invited presentation to the University of
Akron Psychology Department, Akron, OH.
- Borman, W. C. (2000, August).
Invited presentation to Cooperative Personnel Services
Conference, Sacramento, CA.
- Morrison, J. D., Ejiogu, K. C., Rose, M., & Borman, W. C. (2000, April).
Paper presented at the 15th Annual
Conference, Society for Industrial and Organizational Psychology,
New Orleans, LA.
- Borman, W. C. (2000, April).
Paper presented at
the 15th Annual Conference, Society for Industrial and Organizational
Psychology, New Orleans, LA.
- Borman, W. C. (2000, March).
Invited keynote address to the Northern
California Personnel Testing Council.
- Borman, W. C., & Motowidlo, S. J. (1999, June).
Paper presented at the
Annual Conference of the American Psychological Society, Denver,
CO.

Borman, W. C. (1999, June).
Invited address to the 23rd Annual
International Personnel Management Association Conference, St.
Petersburg, FL.

Borman, W. C. (1999, June).
Invited Keynote Address to 3rd Annual
Australian Industrial and Organizational Psychology Conference,
Brisbane, Australia.

Borman, W. C. (1999, June).
Workshop presented at 3rd Annual Australian Industrial and
Organizational Psychology Conference, Brisbane, Australia.

Hanson, M. A., Borman, W. C., Hedge, J. W., Bruskiwicz, K. T., Mogilka, H., Manning C., Bunch, L. B., & Horgen, K. (1998, May).

Paper

Borman, W. C. (1997, March). Invited address to
the Psychology Department, Pennsylvania State University,
University Park, PA.

Hedge, J. W., Borman, W. C., & Hanson, M. A. (1996, November).

Presented at the 38th Annual Conference of the
International Military Testing Association, San Antonio, TX.

Hanson, M. A., Hedge, J. W., Logan, K. K., Bruskiwicz, K. T., Borman,
W. C., & Siem, F. M. (1996, November).

Presented at the 38th Annual Conference of the
International Military Testing Association, San Antonio, TX.

Borman, W. C., Hanson, M. A., Hedge, J. W., & Logan, K. K. (1996,
November).

Presented at the 38th Annual
Conference of the International Military Testing Association, San
Antonio, TX.

Borman, W. C. (1996, September).

Invited paper at
Gateway Industrial and Organizational Psychology Conference, St.
Louis, MO.

Borman, W. C. (1996, July).

Invited address at the 9th Annual
Convention of the American Psychological Society, San Francisco,
CA.

DuBois, D. A., Shalin, V., Levi, K. R.,

Motowidlo, S. J., & Borman, W. C. (1996, April).
Workshop presented at the Annual Conference, Society
for Industrial and Organizational Psychology, San Diego, CA.

Borman, W. C., & Jeanneret, P. R. (1996, April).

Symposium presented at the Annual Conference, Society for
Industrial and Organizational Psychology, San Diego, CA.

Hanson, M. A., Hedge, J. W., Logan, K. K., Bruskiwicz, K. T., Borman,
W. C., and Siem, F. M. (1996, April).

Poster presented at the
Annual Conference, Society for Industrial and Organizational
Psychology, San Diego, CA.

Borman, W. C., Hedge, J. W., and Hanson, M. A. (1995, October).

Invited paper presented at the 1995 International Assessment
Conference, Dallas, TX.

Borman, W. C. (1995, October).

Invited address presented at Personnel Testing Council, Los Angeles,
CA.

Borman, W. C. and Motowidlo, S. J. (1995, July).

Invited paper presented at Personnel Testing Council of
Metropolitan Washington Annual Workshops Program, Washington,
DC.

Borman, W. C. (1995, June).

Invited paper
presented at Personnel Testing Council of the Greater Chicago Area,
Chicago, IL.

Borman, W. C. (1995, May).

Invited paper presented at the Doctoral
Consortium, Society for Industrial and Organizational Psychology,
Orlando, FL.

Borman, W. C. (1995, May).

Presidential address to the Societ -2eP 589t -2an5a -1 (s)-1

Borman, W. C., Hedge, J. W., & Hanson, M. A., & Nelson, L. (1993, May).

Paper presented at the 8th Annual Convention of the Society of Industrial/Organizational Psychology, San Francisco, CA.

Borman, W. C., & Motowidlo, S. J. (1993, May).

Paper presented at the 8th Annual Convention of the Society of Industrial/Organizational Psychology, San Francisco, CA.

Hedge, J. W., Carter, G. W., Borman, W. C., Monzon, R. I., & Foley, P. P. (1993, May).

Paper presented at the 8th Annual Convention of the Society of Industrial/Organizational Psychology, San Francisco, CA.

Borman, W. C., Pulakos, E. D., & Oppler, S. H. (1992, April).

Paper presented at the 7th Annual Convention of the Society of Industrial/Organizational Psychology, Montreal, Quebec, Canada.

Oppler, S. H., Borman, W. C., & Pulakos, E. D. (1992, April).

Paper presented at the 7th Annual Convention of the Society of Industrial/Organizational Psychology, Montreal, Quebec, Canada.

Borman, W.C. (1992, February).

Invited keynote address to the Personnel Testing Council - South Florida, West Palm Beach, FL.

Borman, W. C. (1991, August).

Invited presentation to the Academy of Management Graduate Student and New Faculty Consortium, Miami,

Hanson, M. A., Paullin, C., & Borman, W. C. (1990, November).

Paper presented at the 32nd Annual Convention of the
Military Testing Association, Pensacola, FL.

Borman, W. C. (1989, August).

Invited keynote address to the Academy of Management Graduate
Student and New Faculty Consortium.

Hanson, M. A., & Borman, W. C. (1989, April). Development and
construct validation of a situational judgment test as a job
performance measure for first line supervisors. In W. C. Borman
(Chair),

Symposium presented at
the 4th Annual Convention of the Society of Industrial/
Organizational Psychology, Boston, MA.

Borman, W. C. (1988, October).

Invited paper
presented to the Personnel Accreditation Institute, Alexandria, VA.

Borman, W. C., & Hallam, G. L. (1988, August).

Borman, W. C., White, L. A., Gast, I. F., & Pulakos, E. D. (1985).
Paper presented at the
93rd Annual American Psychological Association Convention, Los
Angeles, CA.

Borman, W. C., White, L. A., Gast, I., & Rosse, R. (1984, August).
Paper
presented at the 92nd Annual American Psychological Association
Convention, Toronto, Ontario, Canada.

Olson, D. M., Borman, W. C., Roberson, L., & Rose, S. R. (1984, August).

Paper presented at the 92nd Annual
American Psychological Association Convention, Toronto, Ontario,
Canada.


Rosse, R. L., Borman, W. C., Campbell, C., & Osborn, W. C. (1983,
October).
Paper presented at the 25th Annual Military Testing Association
Convention.

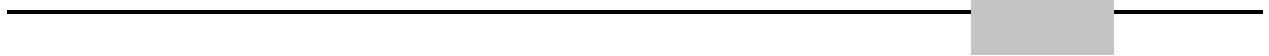
Borman, W. C., Motowidlo, S. J., & Hanser, L. M. (1983, August). A model
of individual performance effectiveness: Thoughts about expanding
the criterion space. Paper presented as part of symposium,

the 91st Annual American Psychological Association
Convention, Anaheim, CA.

Borman, W. C., Rosse, R. L., & Abrahams, N. M. (1983, August).

Paper presented at the 91st Annual American
Psychological Association Convention, Anaheim, CA.





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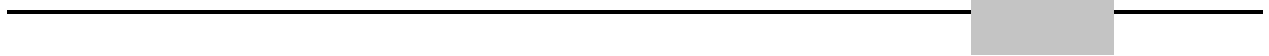
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