Adam W. Meade
Professor
North Carolina State University

Curriculum Vitae
Current as of 6-Nov-26

EDUCATION

2001 Ph.D. - University of Georgia
Concentration: Psychometrics, Industrial/Organizational Psychology

1998 M.S. - University of Georgia
Concentration: Industrial/Organizational Psychology

1996 B.A. - University of Virginia
Concentration: Psychology

1995 National University of Ireland, Galway (Spring Semester)

PEER REVIEWED JOURNAL PUBLICATIONS

1. Priest, L. I., Meade, A. W., Moore, C. A., Kidder, Q. A., & Peters, J. C. (in press). Forced citizenship? Interactions between OCB, CWB, and abusive supervision. *International Journal of Organization Theory & Behavior*.

2. Rasheed, S., Robie, C., Meade, A. W., Christiansen, N. D., Loy, R. W., & Fisher, P. A. (in press). Integrating forced choice with rapid response measurement. *Journal of Occupational and Organizational Psychology*. https://doi.org/10.1111/joop.70073

3. Kidder, Q., Meade, A. W., & Craig, S. B. (2026). Motivation to engage in counterproductive work behaviour: an expectancy theory analysis. *International Journal of Organizational Analysis, 34*(3), 1069-1091. https://doi.org/10.1108/IJOA-11-2024-4977

4. Valone, A. L. Y., & **Meade, A. W.** (2024). Can forced-choice response format reduce faking of socially aversive personality traits? *Journal of Personality Assessment, 106(6),* 819-831. doi: 10.1080/00223891.2024.2326893

5. Ward, M. K. & **Meade, A. W.** (2023). Dealing with careless responding in survey data: prevention, identification, and recommended best practices. *Annual Review of Psychology, 74*, 577-596.

6. Robie, C., **Meade, A. W.**, Risavy, S. D., & Rasheed, S. (2022). Effects of response option order on Likert-type psychometric properties and reactions. *Educational and Psychological Measurement*, 82 (6), 1107-1129. doi: 10.1177/00131644211069406

7. Cartwright, J. K., Desmarais, S. L., Grimm, K. J., **Meade, A. W.**, & Van Dorn, R. A. (2020). Psychometric Properties of the MacArthur Community Violence Screening Instrument. *International Journal of Forensic Mental Health, 19,* 253-268.

8. **Meade, A. W.**, Pappalardo, G., Braddy, P. W., & Fleenor, J. W. (2020). Rapid response measurement: Development of a faking resistant assessment method for personality. *Organizational Research Methods, 23*, 181-207.

9. Francavilla, N. M., **Meade, A. W.**, & Young, A. L. (2019). Social interaction and internet-based surveys: Examining the effects of virtual and in-person proctors on careless response. *Applied Psychology: An International Review*, 68, 223-249.

10. Ward, M. K., & **Meade, A. W.** (2018). Applying social psychology to prevent careless responding during online surveys. *Applied Psychology: An International Review*, *67*, 231-263.

11. Ward, M. K., **Meade, A. W.**, Allred, C. M., Pappalardo, G., & Stoughton, J. W. (2017). Careless response and attrition as sources of bias in online survey assessments of personality traits and performance. *Computers in Human Behavior, 76*, 417-430.

12. Halberstadt, A. G., Beale, K. R., **Meade, A. W.**, Craig, A. B., & Parker, A. E. (2015). Anger in the family: Individual and dyadic contributions. *Journal of Social and Personal Relationships, 32(6),* 810-828.

13. Lobene, E. V., **Meade, A. W.**, & Pond, S. B. (2015). Perceived overqualification: A multi-source investigation of psychological predisposition and contextual triggers. *The Journal of Psychology: Interdisciplinary and Applied*, 149(7), 684-710.

14. Stoughton, J. W., Thompson, L. F., & **Meade, A. W.** (2015). Examining applicant reactions to the use of social networking websites in pre-employment screening. *Journal of Business and Psychology*, *30*, 73-88.

15. Tay, L., **Meade, A. W.**, & Cao, M. (2015). An overview and practical guide to IRT measurement equivalence analysis. *Organizational Research Methods, 18*, 3-46.

16. DuVernet, A. M., Wright, N. A., **Meade, A. W.**, Coughlin, C., & Kantrowitz, T. (2014). General mental ability as a source of differential functioning in personality scales. *Organizational Research Methods, 17,* 299-323.

17. Wright, N. A., **Meade, A. W.**, & Gutierrez, S. L. (2014). Using invariance to examine cheating in unproctored ability tests. *International Journal of Selection and Assessment*, *22*, 12-22.

18. Byrum, B., Hoffman, B. J., **Meade, A. W.**, & Gentry, W. (2013). Reconsidering the equivalence of multisource performance ratings: Evidence for the importance and meaning of rater method factors. *Journal of Business and Psychology*, *28*, 203-219.

19. Gregory, C. K., **Meade, A. W.**, & Thompson, L. F. (2013). Understanding internet recruitment via signaling theory and the elaboration likelihood model. *Computers in Human Behavior, 29(5),* 1949-1959.

20. Lobene, E. V., & **Meade, A. W.** (2013). The effects of career calling and perceived overqualification on work outcomes. *Journal of Career Development*, *40*, 508-530.

21. Scherbaum, C. A., & **Meade, A. W.** (2013). New directions for measurement in management research. *International Journal of Management Reviews, 15*(2), 132-148.

22. Stoughton, J. W., Thompson, L. F., & **Meade, A. W.** (2013). Big five personality traits reflected in job applicants' social media postings. *Cyberpsychology, Behavior, and Social Networking, 16,* 800-805.

23. **Meade, A. W.**, & Craig, S. B. (2012). Identifying careless responses in survey data. *Psychological Methods*, *17*, 437-455.

24. **Meade, A. W.**, & Wright, N. A. (2012). Solving the measurement invariance anchor item problem in item response theory. *Journal of Applied Psychology*, *97,* 1016-1031.

25. Hoffman, B. J., & **Meade, A. W.** (2012). Alternate approaches to understanding the psychometric properties of assessment centers: An analysis of the structure and equivalence of exercise ratings. *International Journal of Selection and Assessment*, *20*, 82-97.

26. Wright, N. A., & **Meade, A. W.** (2012). An exploration of cognitive ability contamination in the implicit association test. *Computers in Human Behavior, 28*, 393-399.

27. Behrend, T. S., Sharek, D. S., **Meade, A. W.**, & Wiebe, E. N. (2011). The viability of crowdsourcing for survey research. *Behavior Research Methods, 43*, 800-813.

28. Goldsworthy, R. C., Mayhorn, C. B., & **Meade, A. W.** (2010). Warnings in manufacturing: Improving hazard mitigation messaging through audience analysis. *Human Factors and Ergonomics in Manufacturing and Service Industries, 20, 484-499.*

29. **Meade, A. W.** (2010). A taxonomy of effect size measures for the differential functioning of items and scales. *Journal of Applied Psychology, 95*, 728-743.

30. **Meade, A. W.**, & Tonidandel, S. (2010). Not seeing clearly with Cleary: What test bias analyses do and do not tell us. *Industrial and Organizational Psychology, 3,* 192-205.

31. Braddy, P. W., **Meade, A. W.**, Michael, J. J., & Fleenor, J. W. (2009). Internet recruiting: Effects of website content features on viewers' perceptions of organizational culture. *International Journal of Selection and Assessment*, *17*, 19-34.

32. Johnson, E. C., **Meade, A. W.**, & DuVernet, A. M. (2009). The role of referent indicators in tests of measurement invariance. *Structural Equation Modeling, 16, 642-657.*

33. **Meade, A. W.**, & Fetzer, M. (2009). Test bias, differential prediction, and a revised approach for determining the suitability of a predictor in a selection context. *Organizational Research Methods*, *12*, 738-761.

34. Rivers, D., **Meade, A. W.**, & Fuller, W. L. (2009). Examining question and context effects in organization survey data using item response theory. *Organizational Research Methods, 12,* 529-553.

35. Baranik, L. E., **Meade, A. W.**, Lakey, C. E., Lance, C. E., Hu, C., Hua, W., & Michalos, A. (2008). Examining differential item functioning of the Rosenberg Self-Esteem Scale across eight countries. *Journal of Applied Social Psychology, 38,* 1867-1904.

36. Behrend, T. S., Thompson, L. F., **Meade, A. W.**, Grayson, M. S., & Newton, D. A. (2008). Measurement invariance in careers research: using IRT to study gender differences in medical students' specialization decisions. *Journal of Career Development*, *35*, 60-83.

37. Braddy, P. W., **Meade, A. W.**, & Kroustalis, C. M. (2008). Online recruiting: The effects of organizational familiarity, website usability, and website attractiveness on viewers' impressions of organizations. *Computers in Human Behavior, 24*, 2992-3001.

38. **Meade, A. W.**, Johnson, E. C., & Braddy, P. W. (2008). Power and sensitivity of alternative fit indices in tests of measurement invariance. *Journal of Applied Psychology, 93*, 568-592.

39. Baker, B. A., Caison, A. L., & **Meade, A. W.** (2007). Assessing gender-related differential item functioning and predictive validity with the Institutional Integration Scale. *Educational and Psychological Measurement*, *67*, 545-559.

40. Lance, C. E., Woehr, D. J., & **Meade, A. W.** (2007). Case study: A Monte Carlo investigation of assessment center construct validity models. *Organizational Research Methods, 10,* 430-448.

41. **Meade, A. W.**, & Bauer, D. J. (2007). Power and precision in confirmatory factor analytic tests of measurement invariance. *Structural Equation Modeling, 14*, 611-635.

42. **Meade, A. W.**, & Eby, L. T. (2007). Using indices of group agreement in multilevel construct validation. *Organizational Research Methods*, *10*, 75-96. Honorable Mention Runner-Up for Best ORM Publication in 2007.

43. **Meade, A. W.**, Lautenschlager, G. J., & Johnson, E. C. (2007). A Monte-Carlo examination of the sensitivity of the DFIT framework for tests of measurement invariance with Likert data. *Applied Psychological Measurement, 31*, 430-455.

44. **Meade, A. W.**, Michels, L. C., & Lautenschlager, G. J. (2007). Are internet and paper-and-pencil personality tests truly comparable? An experimental design measurement invariance study. *Organizational Research Methods, 10,* 322-345.

45. Braddy, P. W., **Meade, A. W.**, & Kroustalis, C. M. (2006). Organizational recruitment website effects on viewers' perceptions of organizational culture. *Journal of Business and Psychology*, *20*, 525-543.

46. **Meade, A. W.**, & Kroustalis, C. M. (2006). Problems with item parceling for confirmatory factor analytic tests of measurement invariance. *Organizational Research Methods, 9*, 369-403.

47. Dierdorff, E. C., Surface, E. A., **Meade, A. W.**, Thompson, L. F., & Martin, D. L. (2006). Group differences and measurement equivalence: Implications for command climate survey research and practice. *Military Psychology, 18*, 19-37.

48. **Meade, A. W.**, Lautenschlager, G. J., & Hecht, J. E. (2005). Establishing measurement equivalence/invariance in longitudinal data with item response theory. *International Journal of Testing, 5*, 279-300.

49. **Meade, A. W.** (2004). Psychometric problems and issues involved with creating and using ipsative measures for selection. *Journal of Occupational and Organizational Psychology*, 77, 531-552.

50. **Meade, A. W.**, & Lautenschlager, G. J. (2004). A comparison of item response theory and confirmatory factor analytic methodologies for establishing measurement equivalence/invariance. *Organizational Research Methods, 7*, 361-388.

51. **Meade, A. W.**, & Lautenschlager, G. J. (2004). A Monte-Carlo study of confirmatory factor analytic tests of measurement equivalence/invariance. *Structural Equation Modeling, 11*, 60-72.

52. Eby, L. T., **Meade, A. W.**, Douthitt, S., & Parisi, T. (1999). The development of an individual-level teamwork expectations measure and the application of a within-group agreement statistic to assess shared expectations for teamwork. *Organizational Research Methods, 2*, 366-394.

CHAPTERS AND NON-PEER REVIEWED PUBLICATIONS

1. **Meade, A. W.**, & Priest, L. I. (2023). Methodological updates in personality assessment for high stakes use. In Kantrowitz, T., Reynolds, D., & Scott, J. (Eds.), *Talent assessment innovations and trends*. SIOP Professional Practice Series.

2. **Meade, A. W.** (2013). Review of *Statistical approaches to measurement invariance* by R. E. Millsap. *Structural Equation Modeling, 20*, 168-174.

3. **Meade, A. W.**, & Tonidandel, S. (2010). Final thoughts on measurement bias and differential prediction. *Industrial and Organizational Psychology, 3,* 232-237.

4. Scherbaum, C. A., & **Meade, A. W.** (2009). Measurement in the organizational sciences: Conceptual and technological advances. In D. A. Buchanan & A. Bryman (Eds.), *The SAGE handbook of organizational research methods* (pp. 636-653). Los Angeles: SAGE.

5. **Meade, A. W.**, Behrend, T. S., & Lance, C. E. (2008). Dr. StrangeLOVE, or: How I learned to stop worrying and love omitted variables. In C.E. Lance & R.J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity and fable in the organizational and social sciences* (pp. 91-108). New York: Routledge.

6. **Meade, A. W.** (2006). Ipsative Measure. In N. J. Salkind (Ed.), *Encyclopedia of Measurement and Statistics*. Thousand Oaks, CA: Sage.

7. **Meade, A. W.** (2006). Review of *A beginner's guide to structural equation modeling* (2nd ed.) by R.E. Schumacker and R. G. Lomax. *Organizational Research Methods, 9*, 568-571.

8. Lance, C. E., **Meade, A. W.**, & Williamson, G. M. (2000). We should measure change: And here's how. In G. M. Williamson & D. R. Schafer (Eds.), *Physical illness and depression in older adults: Theory, research, and practice*. New York: Plenum.

COMPUTER PROGRAMS

1. **Meade, A. W.** (2010). VisualDF: An open-source program to compute effect size measures of differential functioning.

2. **Meade, A. W.** (2009). *Free*IAT: An open-source program to administer the implicit association test. *Applied Psychological Measurement, 33*, 643.

3. Lautenschlager, G. J., & **Meade, A. W.** (2008). AlphaTest: A Windows program for tests of hypotheses about coefficient alpha. *Applied Psychological Measurement*, 32, 502-503.

INVITED ADDRESSES

1. **Meade, A. W.** (2026). *Recent advances in rapid response measurement in I/O psychology*. Invited address for University of Central Florida (virtual).

2. **Meade, A. W.** (2025). *An overview of rapid response measurement*. Invited address for Bowling Green State University (virtual).

3. **Meade, A. W.** (2023). *An overview of rapid response measurement*. Invited address for Central Michigan University (virtual).

4. **Meade, A. W.** (2022). *An Overview* of *careless responding in survey research*. Invited address for Center for the Advancement of Research Methods and Analysis (CARMA) (virtual).

5. **Meade, A. W.** (2021). *Rapid response measurement: Reliable, Faking Resistant Measurement*. Invited address for Measurement and Applied Psychology Laboratory, Pennsylvania State University, State College, PA (virtual).

6. **Meade, A. W.** (2019). *Rapid response measurement: Reliable, Faking Resistant Measurement in less than 20 seconds*. Invited address for SIOP Leading Edge Consortium, Atlanta, GA.

7. **Meade, A. W.** (2018). *Detecting careless responding in survey research*. Invited address for L. L. Thurstone Psychometrics Lab, University of North Carolina at Chapel Hill, Chapel Hill, NC.

8. **Meade, A. W.** (2016). *Understanding and detecting careless responding in survey research*. Invited address for Center for the Advancement of Research Methods and Analysis (CARMA), University of Nebraska-Lincoln.

9. **Meade, A. W.** (2016). Session discussant for *Measurement equivalence of psychological measures: gender, culture, and sampling sources*. Symposium presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

10. **Meade, A. W.** (2013). Session discussant for *New uses for ideal-point IRT: address substantive and methodological questions*. Symposium presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

11. **Meade, A. W.**, Thompson, L. F., Kuo, E., Kosinski, M., & Stillwell, D. (2013). *Examining the five factor model of personality across twenty-seven countries: The influence of development and culture*. Invited address for the Psychometric Centre, University of Cambridge, Cambridge, UK.

12. **Meade, A. W.,** Thompson, L. F., Kuo, E., Kosinski, M., & Stillwell, D. (2013). *The influence of development and culture on personality structure and measurement*. Invited address, University of Kent, Canterbury, UK.

13. **Meade, A. W.** (2012). *Employee opinion surveys*. Invited address to Wilson County Department of Social Services, Wilson, NC.

14. Dawson, C. R., & **Meade, A. W.** (2012). *Innovations in computer-based testing: Implications for science and practice.* Invited workshop at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

15. **Meade, A. W.** & Craig, S. B. (2012). *Identifying and Preventing Careless Survey Responses*. Invited address for the Psychometric Centre, University of Cambridge, Cambridge, UK.

16. **Meade, A. W.** (2011). *Measurement invariance in confirmatory factor analysis and item response theory*. Invited address for the Friday Institute for Educational Innovation, North Carolina State University.

17. **Meade, A. W.** (2011). *Implementing a leadership development program*. Invited address to Wilson County Department of Social Services, Wilson, NC.

18. **Meade, A. W.** (2008). *Question and context effects in organizational survey data*. Invited address for Center for the Advancement of Research Methods and Analysis (CARMA), Virginia Commonwealth University, Richmond, VA.

19. **Meade, A. W.** (2008). *Identifying question and context effects using item response theory differential item functioning*. Invited address for L. L. Thurstone Psychometrics Lab, University of North Carolina at Chapel Hill, Chapel Hill, NC.

CONFERENCE PRESENTATIONS

1. Moore, C., Meade, A.W., DePue, W., Hobbs, M., Johnson, C., Inthavong, K., Udupa, S. & Wiederspiel, A. (2026, April). A meta-analysis of survey careless responding in I-O psychology. In Ramsey, M.C. (Co-Chair), & Sexton, D.L. (Co-Chair) (2026, April 30 – May 2). *Recent Advances in Research on Careless Responding to Surveys and Tests*. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

2. Priest, L. I., **Meade, A. W.**, Moore, C., Kidder, Q., & Peters, J. (2026, April). *Forced citizenship? Interactions between OCB, CWB, and abusive supervision.* Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.

3. Kidder, Q., **Meade, A. W.**, & Craig, S. B. (2025, April). *Exploring the motivations behind counterproductive work behaviors*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Denver, CO.

4. Kidder, Q., **Meade, A. W.**, & Craig, S. B. (2024, April). *Development of an expectancy theory counter-productive work behavior scale*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

5. Rasheed, S., Robie, C., **Meade, A. W.**, Christiansen, N. D., Loy, R. W., & Fisher, P. A. (2024, April). *Integrating forced choice into rapid response measurement*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

6. Moore, C., Lasarky, L., Hobbs, M., **Meade, A. W.** (2023, April). *Meta-Analysis of Careless Responding: Base-Rate Estimates.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

7. Paul, S., Foster, L., & **Meade, A. W.** (2023, April). *Examining differential item functioning in OCB across men and women*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

8. Zhu, E., & **Meade, A. W.** (2023, April). *An item response theory approach to rapid response measurement of personality*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

9. Foster, D., Carr, J., & **Meade, A. W.** (2021, April). *Testing a moderated motivation model of supervisor emotional support-giving*. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

10. **Meade, A. W.**, Zhu, E., Wilgus, S., Priest, L., & Kidder, Q. (2021, April). *Job satisfaction rapid response measure optimization*. Paper presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

11. Allred, C., & **Meade, A. W.** (2020, April). *Applying ant colony optimization to the adverse impact problem*. Paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

12. **Meade, A. W.**, Wilgus, S., Green, D., & Priest, L. I. (2020, April). *Rapid response measurement group mean differences and potential for adverse impact*. Paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

13. Valone, A. Y., **Meade, A. W.**, Archibald, J., & Ahmad, U. S. (2020, April). *Development of a rapid response measure of dark personality*. Paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

14. Wilgus, S., & **Meade, A. W.** (2020, April). *Development and validation of a job satisfaction rapid response measure*. Paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

15. Young, A. L., & **Meade, A. W.** (2019, April). *Can a forced-choice measure of the dark triad reduce faking?* Paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

16. Middleton, J., Murphy-Hill, E., Green, D., **Meade, A.**, Mayer, R., White, D, & McDonald, S. (2018). Which contributions predict whether developers are accepted into GitHub teams. *2018 IEEE/ACM 15th International Conference on Mining Software Repositories (MSR)*, 1, 403-413.

17. Thompson, I., & Meade, A. W. (2018, April). *Optimizing for multiple outcomes: DeCorte method vs. ACO*. Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

18. Francavilla, N. M., & **Meade, A. W.** (2017, April). *Examining whether virtual and in-person proctors reduce careless response.* Paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

19. Lobene, E. V. & **Meade, A. W.** (2017, April). *Theoretical underpinnings of perceived overqualification*. Paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

20. **Meade, A. W.**, Pappalardo, G., Braddy, P. W., & Fleenor, J. W. (2017, April). *Validation of a faking-resistant, rapid response method personality assessment*. Paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

21. **Meade, A. W.**, Thompson, I. B., & Schwall, A. R. (2017, April). *Optimizing validity while controlling adverse impact with ant colony optimization*. Paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

22. Yentes, R. D., Foster, L. L., **Meade, A. W.**, & Pond, S. B. (2017, April). *Data quality in online surveys: The role of survey length.* Paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

23. Allred, C., Pappalardo, G., Ward, M. K., & **Meade, A. W.** (2016, April). *Crowdsourcing the development of a job satisfaction measure*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

24. **Meade, A. W.**, Thompson, I. B., & Schwall, A. R. (2016, April). *The development and application of swarm optimization for personnel selection*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

25. Stoughton, J. W., Foster, L., **Meade, A. W.**, Craig, S. B., & Wilson, M. (2016, April). *Organizational opinions untethered: Mobile technologies in survey deployment.* Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

26. Ward, M. K., & **Meade, A. W.** (2016, April). *Using social exchange theory to prevent careless responding in online surveys.* Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

27. Osgood, J., Ward, M. K., & **Meade, A. W.** (2015, June). *The effects of environmental distractions on careless responding in online surveys*. Paper presented at the annual meeting of the Association for Psychological Science, New York, NY.

28. Parker, B. N., & **Meade, A. W.** (2015, April). *Smartphones in Selection: Exploring Measurement Invariance using Item Response Theory*. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

29. Ward, M.K., **Meade, A.W.**, Gasperson, S. & Pond, S.B. (2015, April). *Using cognitive dissonance to reduce careless responding on Internet-based surveys.* Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

30. **Meade, A. W.**, & Pappalardo, G. (2014, May). *Development of an efficient and faking-resistant rapid response assessment method.* Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

31. Parker, B. N., Wilson, M. A., & **Meade, A. W.** (2014, May). *Policy capturing wage data using O*NET and DOT job components.* Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

32. Ward, M. K., **Meade, A. W.**, Gasperson, S., & Pond, S. B. (2014, May). *Manipulating instructions to prevent carelessness on internet-based surveys.* Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

33. **Meade, A. W.**, & Pappalardo, G. (2013, April). *Predicting careless responses and attrition in survey data with personality*. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

34. Wright, N. A., **Meade, A.W.**, & Gutierrez, S. (2013, April). *Using invariance to examine cheating in unproctored ability tests.* Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

35. Wright, N. A., Parker, B., & **Meade, A.W.** (2013, April). *Effect of scale anchors on measurement of counterproductive work behavior.* Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

36. **Meade, A. W.**, & Craig, S. B. (2012, August). *A mixture modeling approach to evaluating indices of careless responses in survey data*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

37. Clark, A., & **Meade, A. W.** (2012, April). *The fakability and validity of an integrity-based IAT*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

38. **Meade, A. W.**, & Wright, N. A. (2012, April). *Using effect sizes to identify anchor items in invariance analyses*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

39. **Meade, A. W.**, & Craig, S. B. (2012, April). *Understanding careless responses using mixture modeling and simulation*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

40. Stanhope, D. S. & **Meade, A. W.** (2012, April). *Self-efficacy scale functioning from a goal-oriented perspective*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

41. Stoughton, J. W., Thompson, L. F., **Meade, A. W.**, & Wilson, M. A. (2012, April). *Reactions to using social networking websites in pre-employment screening*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

42. **Meade, A. W.** & Craig, S. B. (2011, April). *Identifying careless responses in survey data*. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

43. Behrend, T., Sharek, D., **Meade, A. W.**, & Wiebe, E. (2011, April). *The viability of crowdsourcing for survey research*. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

44. Gissel, A., Thompson, L. F., Pond, S. B., & **Meade, A. W.** (2011, April). *An investigation of prospective applicants' intentions to submit video résumés*. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

45. Lobene, E. V., & **Meade, A. W.** (2011, April). *Perceived overqualification: The situationally specific individual difference*. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

46. Wright, N. A., & **Meade, A. W.** (2011, April). *Predictive validity and procedural justice of the implicit association test*. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

47. DuVernet, A., **Meade, A. W.**, Coughlin, C., & Kantrowitz, T. (2010, April). *DIF in personality assessment: Does cognitive ability influence item interpretation?* Paper presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

48. Lobene, E., & **Meade, A. W.** (2010, April). *Perceived overqualification: An exploration of outcomes*. Paper presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

49. Johnson, E. C., **Meade, A. W.**, & Wilson, M. A. (2010, April). *A multi-level investigation of overall job performance ratings*. Paper presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

50. Mead, A., & **Meade, A. W.** (2010, April). *Item selection using CTT and IRT with unrepresentative samples*. Paper presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

51. **Meade, A. W.** (2010, April). *A taxonomy of measurement invariance effect size measures*. Paper presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

52. Whelan, T. J., & **Meade, A. W.** (2009, April). *Examining DIF in perceived anonymity when sensitive items are endorsed*. Paper presented at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

53. Braddy, P. W., **Meade, A. W.**, Fleenor, J. W., & Michael, J. (2008, April). *Internet recruiting: Effects of web site features on organizational culture preferences*. Paper presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

54. Braddy, P. W., **Meade, A. W.**, Fleenor, J. W., & Michael, J. (2008, April). *Person-organization fit as a mediator of culture perceptions and attraction*. Paper presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

55. **Meade, A. W.** (2008, April). *Power of AFIs to detect CFA model misfit*. Paper presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

56. **Meade, A. W.,** & Fetzer, M. S. (2008, April). *A new approach to assessing test bias*. Paper presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

57. Baranik, L. E., **Meade, A. W.**, Lance, C. E., Lau, A. R., & Michalos, A. C. (2007, April). *Differential item functioning in the Rosenberg Self-Esteem Scale: Comparing college students in five countries.* Paper presented at the meeting of the American Educational Research Association (AERA), Chicago.

58. Behrend, T. S., Thompson, L. F., **Meade, A. W.**, Grayson, M. S., & Newton, D. A. (2007, April). *Gender differences in career choice influences*. Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

59. Hoffman, B. J., & **Meade, A. W.** (2007, April). *Invariance tests as assessment center construct validity evidence.* In B. J. Hoffman & C. E. Lance (chairs). *The assessment center validity paradox: alternative analytic and design methodologies***.** Symposium presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

60. Johnson, E. C., & **Meade, A. W.** (2007, April). *The role of referent indicators in tests of metric invariance.* Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York. *Selected for poster "best papers" evening showcase*.

61. Kroustalis, C. M., Behrend, T., **Meade, A.W.**, & Surface, E.A. (2007, April). *Influence of post-survey action on current survey responses*. Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

62. Kroustalis, C. M., & **Meade, A.W.** (2007, April). *Portraying an organization's culture through properties of a recruitment website*. Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

63. **Meade, A. W.**, & Behrend, T. S. (2007, April). *Should we worry about omitted variables in organizational research?* In C. E. Lance & R. Vandenberg (chairs). *Where is the kernel of truth?* Symposium presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

64. **Meade, A. W.**, Watson, A. M., & Kroustalis, C. M. (2007, April). *Assessing common methods bias in organizational research*. Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

65. Poncheri, R. M., **Meade, A. W.**, & Surface, E. A. (2007, April). *Differential item functioning and personality: Comparing native and non-native speakers*. Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

66. Rivers, D., **Meade, A. W.**, & Fuller, W. L. (2007, April). *Examining context effects in organization survey data using IRT.* Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

67. Watson, A. M., **Meade, A. W.**, Surface, E. A., & VandeWalle, D. (2007, April). *Are goal orientation comparisons appropriate between American and Korean groups?* Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

68. Watson, A. M., Thompson, L. F., & **Meade, A. W.** (2007, April). *Measurement invariance of the Job Satisfaction Survey across work contexts*. Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York.

69. Braddy, P. W., **Meade, A. W.**, & Johnson, E. C. (2006, May). *Relative sensitivity of item response theory methods for detecting DIF*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

70. Kroustalis, C. M., & **Meade, A. W.** (2006, February). *Portraying an organization's culture through internet recruitment.* Paper presented at the annual Industrial/Organizational-Organizational Behavior (IOOB) Conference, Fairfax, VA.

71. Lautenschlager, G. J., **Meade, A. W.**, & Kim, S. H. (2006, May). *Cautions regarding sample characteristics when using the graded response model*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

72. **Meade, A. W.**, Lautenschlager, G. J., & Johnson, E. C. (2006, May). *Alternate cutoff values and DFIT tests of measurement invariance*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

73. **Meade, A. W.**, Johnson, E. C., & Braddy, P. W. (2006, August). *The utility of alternative fit indices in tests of measurement invariance*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. Sage Publications/Research Methods Division Best Paper Award winner.

74. Mullen, T. R., Kroustalis, C. M., **Meade, A. W.**, & Surface, E. A. (2006, May). *Assessing change in perceived organizational support due to training*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

75. Braddy, P. W., **Meade, A. W.**, & Kroustalis, C. M. (2005, April). *Organizational website usability and attractiveness effects on viewer impressions*. Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

76. Lance, C. E., Woehr, D. J., & **Meade, A. W.** (2005, April). *A Monte Carlo investigation of assessment center construct validity models*. Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

77. **Meade, A. W.** (2005, April). *Sample size and tests of measurement invariance*. Paper presented at the 20th annual meeting of Society for Industrial and Organizational Psychology, Los Angeles, CA.

78. **Meade, A. W.**, & Lautenschlager, G. J. (2005, April). *Sensitivity of DFIT tests of measurement invariance for Likert data*. Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

79. **Meade, A. W.**, & Kroustalis, C. M. (2005, April). *Problems with item parceling for confirmatory factor analysis tests of measurement invariance of factor loadings*. Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

80. **Meade, A. W.**, & Lautenschlager, G. J. (2004, April). *Same question, different answers: CFA and two IRT approaches to measurement invariance*. Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

81. **Meade, A. W.**, Ellington, K., & Craig, S. B. (2004, April). *Exploratory measurement invariance: a new method based on item response theory*. Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

82. **Meade, A. W.**, Michels, L., & Lautenschlager, G. J. (2004, April). *Are online and paper-and-pencil personality tests truly comparable?* Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

83. Ellington, K., **Meade, A. W.**, Dierdorff, E., & Wilson, M. A. (2004, April). *IRT and job analysis: Do polytomous models fit the data?* Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

84. Krukos, K., **Meade, A. W.**, Cantwell, A., Pond, S. B., & Wilson, M. A. (2004, April). *Empirical keying of situational judgment tests: rationale and some examples.* Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

85. Braddy, P. W., Kroustalis, C. M., & **Meade, A. W.** (2004, February). *Online recruiting: An exploratory study investigating how job seekers derive perceptions of company culture from recruitment websites.* Paper presented at the annual Industrial-Organizational/Organizational Behavior (IOOB) conference, Tulsa, OK.

86. **Meade, A. W.**, & Lautenschlager, G. J. (2003, April). *A comparison of IRT and CFA methodologies for establishing measurement equivalence with simulated data.* Paper presented at the 18th Annual Society for Industrial and Organizational Psychology, Orlando, FL.

87. **Meade, A. W.**, Lautenschlager, G. J., Michels, L., & Gentry, W. (2003, April). *The equivalence of online and paper and pencil assessments.* Paper presented at the 18th Annual Society for Industrial and Organizational Psychology conference, Orlando, FL.

88. Michels, L. C., **Meade, A. W.**, Lautenschlager, G. J. & Gentry, W. (2003, May). *The Effect of Test format and Respondent Choice on Socially Desirable Responding.* Paper presented at the 15th Annual Convention of the American Psychological Society, Atlanta, GA.

89. **Meade, A. W.** (2002, April). *Psychometric problems and issues involved with creating and using ipsative measures for selection.* Paper presented at the 17th annual Society for Industrial and Organizational Psychology meeting in Toronto, ON, Canada.

90. **Meade, A. W.** & Lautenschlager, G. (2002, April). *Testing for measurement invariance: A lack of fit for the method itself?* Paper presented at the 17th annual Society for Industrial and Organizational Psychology meeting in Toronto, ON, Canada.

91. **Meade, A. W.** & Meade, C. H. (2002, April). *Conceptual and empirical limitations of the DFIT program for Likert data.* Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.

92. **Meade, A. W.**, Hecht, J., Lautenschlager, G., Barroso, C., & Stokes, G. (2001, April). *Using item response theory to examine beta change in job satisfaction data.* Paper presented at the 16th annual Society for Industrial and Organizational Psychology meeting in San Diego, CA.

93. Eby, L. T., Baxter, D., Cader, J., & **Meade, A. W.** (2000, August). *A methodological investigation of the validity of self-report data in the study of group behavior.* Paper presented at the annual Academy of Management meeting in Toronto, Canada.

94. **Meade, A. W.**, & Eby, L. (2000, April). *Examining the empirical relationships among self-efficacy, collective efficacy, and team potency.* Paper presented at the 15th annual Society for Industrial and Organizational Psychology meeting in New Orleans, LA.

95. Crowe-Taylor, M. A., Johnson, D., **Meade, A. W.**, & Montagliani, A. (1998, April). *Predicting advanced degree attainment using biodata, interests, and needs.* Paper presented at the 13th annual Society for Industrial and Organizational Psychology meeting in Dallas, TX.

96. Eby, L. T., **Meade, A. W.**, Cader, J., Douthitt, S., & Hendrix, A. (1998, November). *Predicting team performance from individual and team level team processes.* Proceedings of the Southern Management Association meeting in New Orleans, LA, November, 1998.

97. Eby, L. T., **Meade, A. W.**, Parisi, T., Douthitt, S., & Midden, P. (1998, April). *Measuring mental models for teamwork at the individual- and team-level.* Paper presented at the 13th annual Society for Industrial and Organizational Psychology meeting in Dallas, TX.

98. Crowe, M. A., **Meade, A. W.**, Johnson, C. D., & Montagliani, A. (1997, April). *Profile and prediction of people with advanced degrees.* Presented at the 20th annual Convention of the Behavioral Sciences at the University of Georgia, 1997.

ACADEMIC POSITIONS

North Carolina State University
Professor, I/O Psychology, Fall 2013-present
Associate Professor, I/O Psychology, Fall 2008-Fall 2013
Assistant Professor, I/O Psychology, Fall 2002-Fall 2008
Courses Taught:
Introduction to Industrial/Organizational Psychology (Psy 307)
Psychometrics (Psy 760)
Advanced Psychometrics: Item Response Theory (Psy 761)
Employee Selection Research (Psy 766)
Directed Readings in Data Simulation Methods (Psy 880)

University of Georgia
Instructor and teaching assistant in the departments of Psychology and Management

APPLIED POSITIONS

Owner, Scientific Organizational Solutions, LLC (2012-present)
President, PerSight Assessments (2018-present)
Director of Research (Spring 2001-Summer 2002): TRACOM Group, Highlands Ranch, CO
Internship (Fall 2000-Spring 2001): SHL, Boulder, CO
Internship (Summer 2000): Burke Strategic Consulting Group, Atlanta, GA

PROFESSIONAL ASSOCIATION MEMBERSHIPS & SERVICE

Academy of Management, Member 1996-2012
American Educational Research Association, Member 2001-2003
American Psychological Association (APA), Member 1996-2003
Association for Psychological Science, Fellow 2014-present, Member 2003-present
Army Research Institute, Senior Fellow 2011-2013
Society for Industrial/Organizational Psychology, Fellow 2014-present, Member 2001-present
Awards Committee:
M. Scott Myers Award for Applied Research in the Workplace, Member, 2007-2011.
Joyce and Robert Hogan Award for Personality and Work Performance, Chair, 2024
Electronic Communication Committee, Member, 2007
Program Committee, Member, 2002-present
Scientific Affairs Committee, Member, 2017-2018, 2020-2021
State Affairs Committee, Member, 2007-2009
Psi Chi, University of Georgia, Vice President 1997-1998; President, 1998-1999
Southern Management Association, Member 2003-2006

EDITORIAL SERVICE

Applied Psychological Measurement, Editorial Board, 2012-present
Journal of Applied Psychology, Consulting Editor (Editorial Board), 2014-2025
Journal of Business and Psychology, Editorial Board, 2019-present
Journal of Business and Psychology, Associate Editor, 2021-present
Military Psychology, Editorial Board, 2014-2020
Organizational Research Methods, Associate Editor, 2010-2016
Organizational Research Methods, Editorial Board, 2007-2024
The Encyclopedia of Research Design, N. J. Salkind (Ed.), Advisory Board Member

AD HOC REVIEWER

Developmental Psychology, Ergometrika, European Review of Applied Psychology, Clinical Psychology & Psychotherapy, Human Relations, International Journal of Selection and Assessment, International Journal of Quantitative Research in Education, International Journal of Testing, Journal of Applied Psychology, Journal of Educational and Behavioral Statistics, Journal of Gerontology: Psychological Sciences, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Journal of Psychopathology and Behavioral Assessment, Leadership Quarterly, Multivariate Behavioral Research, Personality and Individual Differences, Personnel Psychology, Psychological Methods, Psychometrika, Structural Equation Modeling

AWARDS & HONORS

2025 Springer Nature Editor of Distinction Awards – Author Service Award
2022 SIOP Joyce and Robert Hogan Award for Personality and Work Performance: In recognition of the best paper or chapter that demonstrates innovation in applied personality research in the field of industrial and organizational psychology during the past full year.
2022 SIOP Jeanneret Award for Excellence in the Study of Individual or Group Assessment: This annual award, honoring P. Richard Jeanneret, is given to the author(s) (at least one of which is a SIOP professional level member) of a work judged to have the highest potential to further the understanding of individual or group assessment. The award is designed to acknowledge works that further public and professional understanding of individual or group assessment.
2018 Sage Publications/Robert McDonald Advancement of Organizational Research Methodology Award – award given to the single paper in the past 5 years with the strongest contribution to the advancement of research methodology.
2014-2015 University Faculty Scholar – award given in recognition of research and scholarship to approximately 20 NCSU faculty annually.
Fellow, Association for Psychological Science (2014)
Fellow, Society for Industrial/Organizational Psychology (2014)
2012 NCSU Chancellor's Innovation Grant – award for development of promising intellectual property innovations
Organizational Research Methods Best Reviewer of 2007 Award
Organizational Research Methods Best Paper of 2007 Honorable Mention (for Meade & Eby, 2007)
2007 North Carolina State University, College of Humanities and Social Sciences, Outstanding Junior Faculty Award
2007 Society for Industrial and Organizational Psychology Conference Top Posters Session Participant
2006 Sage Publications/Academy of Management Research Methods Division Best Paper Award
2001 Herbert Zimmer Scholar Award for Outstanding Accomplishments and Potential for a Research Career in Psychology (given by the University of Georgia)
1998 Academy of Management Junior Research Scholar

GRANTS AND CONTRACTS

2013-2017. Laboratory of Analytic Sciences, NCSU. Award Amount ~ $200K
2012-2022 O*NET Center. PI. ~$350k per year.
2012 NCSU Chancellor's Innovation Grant - $10K. PI.
2007 NIH Grant # R21 AG027223-01A2. Project title "Exploring Intraindividual Variability in Elders' Everyday Cognitive Performance". Award Amount $322K. Co-PI.
2006 NCSU Faculty Professional Development Grant. $5K