

VITA
January 31, 2021

NAME: **Eric Anthony Day**

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EDUCATION

Ph.D. Texas A&M University, Industrial and Organizational Psychology, 1998

M.S. University of Central Florida, Industrial and Organizational Psychology, 1993

B.S. James Madison University, 1991, Magna Cum Laude

ACADEMIC EMPLOYMENT

July, 2017 - present	Department Chair, Department of Psychology, University of Oklahoma
July, 2014 - present	Professor, Department of Psychology, University of Oklahoma
July, 2007 - June, 2014	Associate Professor, Department of Psychology, University of Oklahoma
August, 2001 - June, 2007	Assistant Professor, Department of Psychology, University of Oklahoma
August, 1999 - August, 2001	Visiting Assistant Professor, Department of Psychology, The Ohio State University
August, 1998 - July, 1999	Assistant Professor, Department of Psychology, Valparaiso University

PROFESSIONAL AFFILIATIONS

- Member, Academy of Management
- Member, American Psychological Association
- Member, Association for Psychological Science
- Member, APA Division 14, Society for Industrial and Organizational Psychology
- Member, APA Division 47, Society for Sport, Exercise and Performance Psychology
- Member, Human Factors and Ergonomic Society (Training, Individual Differences in Performance, Human Performance Modeling technical groups)

AWARDS AND HONORS

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| 2018 | President's Distinguished Faculty Mentoring Program Outstanding Mentor Award. University of Oklahoma |
| 2017 | Top 4 Paper Award, Group Communication Division, at the Annual Convention of the National Communication Association. Paper entitled <i>Structuration processes in an interagency collaboration: Enabling and constraining through words and deeds.</i> |
| 2016 | Top Poster Recognition at the Annual Conference of the Society for Industrial and Organizational Psychology. Poster entitled <i>Interrelationships Among Self-Regulatory Processes and Performance in Complex Task Learning.</i> |
| 2014 | The University of Oklahoma's Student Government Association's Outstanding Faculty Award. University of Oklahoma |
| 2013 | President's Distinguished Faculty Mentoring Program Outstanding Mentor Award. University of Oklahoma |
| 1994 | Graduate Tuition and Fee Award for writing a proposal on how to enhance the recruitment and retention of African-American graduate students. Texas A&M University |

GRANTS AND EXTERNAL FUNDING

- Day, E. A., & Kramer, M. W. (2014).** Supplemental funding for *Support for impaired driving initiatives in Oklahoma: A qualitative and quantitative examination of leadership and organizational mechanisms.* National Safety Council in conjunction with the National Highway Traffic Safety Administration [\$46,281].
- Mumford, M. D., Connelly, S., & **Day, E. A. (2014).** *Identifying factors influencing effective leadership and followership for long-duration exploration space missions.* NASA/Johnson Space Center [\$54,002].
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- Day, E. A., & Kramer, M. W.** (2013/2014). *Support for impaired driving initiatives in Oklahoma: A qualitative and quantitative examination of leadership and organizational mechanisms.* National Safety Council in conjunction with the National Highway Traffic Safety Administration [\$60,995].
- Day, E. A., & Terry, R.** (2012/2013). *Support for tailoring training for disparately skilled participants in large scale training exercises: Phase II, Option I.* Aptima, Inc. and the U.S. Navy (STTR) [\$96,000].
- Day, E. A.** (2011). *Piloting leader development assessment for the U.S. Army Basic Officer Leader Course-Branch and the Field Artillery Captain Career Course at Ft. Sill, Oklahoma.* University of Texas at Austin's Institute for Advanced Technology and the U.S. Army (Army Research Laboratory) [\$56,592].
- Day, E. A., & Terry, R.** (2011/2012). *Support for tailoring training for disparately skilled participants in large scale training exercises: Phase II.* Aptima, Inc. and the U.S. Navy (STTR) [\$185,000].
- Day, E. A., & Terry, R.** (2009/2010). *Support for tailoring training for disparately skilled participants in large scale training exercises: Phase I.* Aptima, Inc. and the U.S. Navy (STTR) [\$35,722].
- Day, E. A.** (2009/2010). *Supporting the Virtual Simulation Learning Platform (VSLP) for training and education at the Field Artillery School at Ft. Sill, Oklahoma.* University of Texas at Austin's Institute for Advanced Technology and the U.S. Army (Army G8) [\$87,000].
- Mumford, M. D., Hougen, D., & **Day, E. A.** (2009). *Mental models and creative problem-solving in information technology.* National Science Foundation [\$206,632].
- Mumford, M. D., & **Day, E. A.** (2006). *Support for job analysis and reorganization for the United States Navy.* SkillsNET Corporation [\$340,514].
- Day, E. A.** (2006). *Team complex skill acquisition, decay, transfer, and reacquisition in distributed and nondistributed training environments.* U.S. Department of Defense (Defense Advanced Research Projects Agency) and the Air Force Research Laboratory [\$55,688].
- Day, E. A.** (2005). Faculty Fellowship Program, Big 12 Universities. Office of the Provost, University of Oklahoma [\$1000].
- Mumford, M. D., & **Day, E. A.** (2005). *Support for job analysis and reorganization for the United States Navy.* SkillsNET Corporation [\$39,180].
- Day, E. A.** (2004). *Acquisition, decay, and reacquisition of a complex skill: Investigating the effectiveness of training and post-training design strategies.* U.S. Department of Defense (Defense Advanced Research Projects Agency) and the Air Force Research Laboratory [\$94,996].
- Day, E. A.** (2003). *Complex skill acquisition and retention and minimizing skill decay.* Texas A&M University and the National Science Foundation [\$17,999].
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Day, E. A. (2002). *Modeling the progression from novice to expert performance on a complex skill*. Junior Faculty Research Grant, Office of the Dean of Arts and Sciences, University of Oklahoma [\$6,000].

Day, E. A. (1999). *Varying partners in a dyadic training protocol*. Summer Research Grant, Committee on Creative Work and Research, Valparaiso University [\$2500].

PUBLICATIONS AND PRESENTATIONS

NOTE. Graduate student (both current and former advisees) coauthors are underlined. Undergraduate student coauthors are underlined and italicized.

Under Review or In Preparation

Nguyen, C., **Day, E. A.**, Jensen, M. L. (under revision). *Learning not to take the bait: An examination of training methods and overlearning on phishing susceptibility*. University of Oklahoma, Norman, OK.

Hardy, J., III, **Day, E. A.**, Huck, J. T., Westlin, J., Jorgensen, A., & Steele, L. (under review). *Dynamics of information-knowledge gaps and learning effort in self-regulated learning*. University of Oklahoma, Norman, OK.

Published refereed Journal Articles, Books, and Chapters (including those accepted or in press)

Jorgensen, A., **Day, E. A.**, Huck, J. T., Westlin, J., Richels, K., & Nguyen, C. (2021). Emotion-performance relationships in the acquisition and adaptation of a complex skill: Are relationships dynamic and dependent on activation potential? *Human Performance*, 34, 25-48.

Prowting, J. L., Bemban, D., Black, C. D., **Day, E. A.**, & Campbell, J. A. (2021). Effects of collagen peptides on recovery following eccentric exercise in resistance-trained males: A pilot study. *International Journal of Sport Nutrition and Exercise Metabolism*, 31, 32-39.

Huck, J. T., **Day, E. A.**, Lin, L., Jorgensen, A., Steele, L., Westlin, J., & Hardy, J., III. (2020). The role of epistemic curiosity in game-based learning: Distinguishing skill acquisition from adaptation. *Simulation & Gaming*, 51, 141-166.

Fife, D. A., **Day, E. A.**, Terry, R., & Mendoza, J. L. (2020). Estimating subgroup differences in staffing research when the selection mechanism is unknown: A response to Li's Case IV Correction. *Organizational Research Methods*, 23, 367-384.

Richels, K., **Day, E. A.**, Jorgensen, A., Huck, J. T., & Westlin, J. (2020). Keeping calm and carrying on: Relating affect spin and pulse to complex skill acquisition and adaptive performance. *Frontiers in Psychology*, 11, 377.

- Rockwood, J., Mracek, D. L., & Day, E. A. (2020). Relating subjective workload and effort to performance during stable and shifting task demands: A multilevel approach. *Proceedings of the Human Factors and Ergonomics Society 64th Annual Meeting*. Chicago, IL: Human Factors and Ergonomics Society.
- Arthur, W. Jr., & **Day, E. A.** (2019). Skill decay: The science and practice of mitigating loss and enhancing retention. P. Ward, J. M., Schragen, J. Gore, & E. Roth (Eds.), *The Oxford Handbook of Expertise: Research & Application*. Oxford, UK: Oxford University Press.
- Hardy, J., III, Day, E. A., & Arthur, W., Jr. (2019). Exploration-exploitation tradeoffs and information-knowledge gaps in self-regulated learning: Implications for training and development. *Human Resource Management Review*, 29, 196-217.
- Hardy, J., III, Day, E. A., Steele, L. M. (2019). Interrelationships among self-regulatory processes: Toward a dynamic process-based model of self-regulated learning. *Journal of Management*, 45, 3146-3177.
- Kramer, M. W., **Day, E. A., Nguyen, C., Hoelscher, C. S., & Cooper, O. D.** (2019). Leadership in an interorganizational collaboration: A qualitative study of a statewide interagency taskforce. *Human Relations*, 72, 397-419.
- Westlin, J., Day, E. A., & Hughes, M. G. (2019). Learner-controlled practice difficulty and task exploration in an active-learning gaming environment. *Simulation & Gaming*, 50, 812-831.
- Steele, L. M., Hardy III, J., Day, E. A., Watts, L. L., & Mumford, M. D. (available online, 2019). Navigating creative paradoxes: Exploration and exploitation effort drive novelty and usefulness. *Psychology of Aesthetics, Creativity, and the Arts*.
- Hoelscher, C. S., Kramer, M. W., Nguyen, C., Cooper, O. D., & Day, E. A., (2017). Decision making and communication in a statewide interagency task force: An investigation of planned versus utilized processes. *Management Communication Quarterly*, 31, 39-68.
- Kramer, M. W., Hoelscher, C. S., **Day, E. A., Nguyen, C., & Cooper, O. D.** (2017). Collaborating while getting the job done on time. In R. Heath & M. Isbell (Eds.). *Interorganizational collaboration: Principled leadership and communication for the 21st Century*. Long Grove, IL: Waveland Press.
- Kramer, M. W., Hoelscher, C. S., Nguyen, C., Day, E. A., & Cooper, O. D. (2017). Structuration processes in an interagency collaboration: Enabling and constraining participation and efficiency. *Journal of Applied Communication Research*, 45, 429-444.
- McIntosh, T., Mulhearn, T., Gibson, C., Mumford, M. D., Yammarino, F. J., Connelly, M. S., **Day, E. A., & Vessey, W. B.** (2016). Planning for long-duration space exploration: Interviews with NASA subject matter experts. *Acta Astronautica*, 129, 477-487.
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- Mulhearn, T., McIntosh, T., Gibson, C., Mumford, M. D., Yammarino, F. J., Connelly, M. S., **Day, E. A.**, & Vessey, W. B. (2016). Leadership for long-duration space missions: A shift toward a collective approach. *Acta Astronautica*, 129, 466-476.
- Yammarino, F. Y., Mumford, M. D., Connelly, M. S., **Day, E. A.**, Gibson, C., McIntosh, T., & Mulhearn, T. (2015). Leadership models for team dynamics and cohesion: The Mars Mission. In E. Salas, W. B. Vessey, & A. X. Estrada (Eds.), *Team cohesion: Advances in psychology theory, methods, and practice* (pp. 213-245). Emerald Group Publishing.
- Hardy, J., III, **Day, E. A.**, Hughes, M. G., Wang, X., & Schuelke, M. J. (2014). Individual differences and exploration in learning a complex task: A between- and within-person examination. *Organizational and Human Decision Processes*, 125, 98-112.
- Hardy, J., III, Imose, R., & **Day, E. A.** (2014). Relating trait and domain mental toughness to complex task learning. *Personality and Individual Differences*, 68, 59-64.
- Mracek, D. L., **Day, E. A.**, Arsenault, M., & Terry, R. (2014). A multilevel approach to relating subjective workload to performance after shifts in task demands. *Human Factors*, 56, 1401-1413.
- Arthur, W. Jr., & **Day, E. A.** (2013). Introduction. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice* (pp. 3-13). New York: Taylor-Francis.
- Arthur, W. Jr., & **Day, E. A.** (2013). A look from a Farr (1987): The past, present, and future of applied skill decay research. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice* (pp. 405-427). New York: Taylor-Francis.
- Arthur, W. Jr., **Day, E. A.**, Bennett, W. Jr., & Portrey, A. M. (Eds.). (2013). *Individual and team skill decay: State of the science and implications for practice*. New York: Taylor-Francis.
- Arthur, W. Jr., **Day, E. A.**, Glaze, R., Villado, A. J., Schuelke, M. J., Wang, X., Boatman, P. R., Kowollik, V., & Bennett, W. Jr. (2013). A comparative investigation of individual and team skill retention and transfer on a complex command-and-control simulation task. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice* (pp. 321-343). New York: Taylor-Francis.
- Barrett, J. D., Peterson, D. R., Hester, K. S., Robledo, I. C., **Day, E. A.**, Hougen, D. P., & Mumford, M. D. (2013). Thinking about applications: Effects on mental models and creative problem solving. *Creativity Research Journal*, 25, 199-212.
- Connelly, S., Friedrich, T., Vessey, B., Shipman, A., **Day, E. A.**, & Ruark, G. A. (2013). A conceptual framework of emotion management in leadership contexts. In R. Riggio & S. Tan (Eds.), *Leader interpersonal and influence skills: The soft skills of leadership* (pp. 101-137). New York: Taylor-Francis.
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- Day, E. A.,** Arthur, W. Jr., Villado, A. J., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W. Jr. (2013). Relating individual differences in ability, personality, and motivation to the retention and transfer of skill on a complex command-and-control simulation. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice* (pp. 282-301). New York: Taylor-Francis.
- Hughes, M. G., Day, E. A., Wang, X., Schuelke, M. J., Arsenault, M., Harkrider, L. N., & Cooper, O. D. (2013). Learner-controlled practice difficulty in the training of a complex task: Cognitive and motivational mechanisms. *Journal of Applied Psychology*, 98, 80-98.
- Peterson, D. R., Barrett, J. D., Hester, K. S., Robledo, I. C., Hougen, D. P., **Day, E. A.,** & Mumford, M. D. (2013). Teaching people to manage constraints: Effects on creative problem-solving. *Creativity Research Journal*, 25, 335-347.
- Schuelke, M. J., Terry, R., & Day, E. A. (2013). Growth spline modeling. *Proceedings of the 2013 SAS Global Forum Conference*. Cary, NC: SAS Institute Inc.
- Schurig, I. Arthur, W. Jr., **Day, E. A.,** Woehr, D. (2013). Variance as an indicator of training effectiveness in the context of complex skill acquisition, retention, and transfer. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice* (pp. 117-150). New York: Taylor-Francis.
- Villado, A. J., **Day, E. A.,** Arthur, W. Jr., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W. Jr. (2013). Complex command-and-control simulation performance following periods of nonuse. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice* (pp. 53-67). New York: Taylor-Francis.
- Villado, A. J., **Day, E. A.,** Arthur, W. Jr., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W. Jr. (2013). Use of, reaction to, and efficacy of observation rehearsal training: Enhancing skill retention on a complex command-and-control simulation. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice* (pp. 240-257). New York: Taylor-Francis.
- Wang, X., Day, E. A., Kowollik, V., Schuelke, M. J., & Hughes, M. G. (2013). Factors influencing knowledge and skill decay after training: A meta-analysis. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice* (pp. 68-116). New York: Taylor-Francis.
- Hester, K. S., Robledo, I. C., Barrett, J. D., Peterson, D. R., Hougen, D. P., **Day, E. A.,** & Mumford, M. D. (2012). Causal analysis to enhance creative problem-solving: Performance and effects on mental models. *Creativity Research Journal*, 24, 115-133.
- Mumford, M. D., Hester, K. H., Robledo, I., Peterson, D. R., **Day, E. A.,** Hougen, D. F., & Barrett, J. (2012). Mental models and creative problem-solving: The relationships of objective and subjective attributes. *Creativity Research Journal*, 24, 311-330.
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- Robledo, I. C., Hester, K. S., Peterson, D. R., Barrett, J. D., **Day, E. A.**, Hougen, D. P., & Mumford, M. D. (2012). Errors and understanding: The effects of error-management training of creative problem-solving. *Creativity Research Journal*, 24, 220-234.
- Schuelke, M. J., & Day, E. A. (2012). Ability determinants of complex skill acquisition. In N. M. Seel (Ed.). *Encyclopedia of the Sciences of Learning, Part 1* (pp. 20-23). New York: Springer.
- Dean, C., Stacy, W. Keeney, M., **Day, E. A.**, Terry, R., & Alicia, T. (2011). Item response theory adapts training to disparately skilled trainees. *Proceedings of the 2011 Interservice/Industry Training, Simulation and Education Conference*. Arlington, VA: National Defense Industrial Association.
- Worchel, S., Rothgerber, H., **Day, E. A.**, Hart, D., & Butemeyer, J. (2011). Social loafing and group development: When "I" comes last. *Current Research in Social Psychology*, 17(4).
- Arthur, W. Jr., & **Day, E. A.** (2010). Assessment centers. In S. Zedeck (Ed.), *Handbook of industrial and organizational psychology: Volume II, Selecting Members* (pp. 205-235). Washington, DC: American Psychological Association.
- Arthur, W. Jr., **Day, E. A.**, Villado, A. J., Boatman, P. R., Kowollik, V., Bennett, W. Jr., & Bhupatkar, A. (2010). The effect of distributed practice on immediate post-training and long-term performance on a complex command-and-control simulation. *Human Performance*, 23, 428-445.
- Arthur, W. Jr., & **Day, E. A.** (2009). Information processing, personality, and demographic variables as predictors of crashes and moving violations: Some implications for prevention. In H. BéDard, & G. Delashmit (Eds.), *Accidents, causes, and prevention* (pp. 125-148). Hauppauge, NY: Novinka/Nova Science Publishers. Note: this is a modification of the 2008 chapter in F. Columbus (Ed.).
- Schuelke, M. J., Day, E. A., McEntire, L. E., Espejo, J., Boatman, P. R., Kowollik, V., & Wang, X. (2009). Relating indices of knowledge structure coherence and accuracy to skill-based performance: Is there utility in using a combination of indices? *Journal of Applied Psychology*, 94, 1076-1085.
- Arthur, W. Jr., & **Day, E. A.** (2008). Information processing, personality, and demographic variables as predictors of crashes and moving violations. In F. Columbus (Ed.), *Traffic accidents: Causes and outcomes* (pp. 97-121). Hauppauge, NY: Novinka/Nova Science Publishers.
- Arthur, W. Jr., **Day, E. A.**, & Woehr, D. J. (2008). Mend it, don't end it: An alternative view of assessment center construct-related validity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 109-115.
- Day, E. A.**, Boatman, P. R., Kowollik, V., Espejo, J., McEntire, L. E., & Sherwin, R. E. (2007). Collaborative training with a more experienced partner: A strategy for remediating low pre-training self-efficacy in the acquisition of a complex skill. *Human Factors*, 49, 1132-1148.
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- Day, E. A., Espejo, J., Kowollik, V., Boatman, P. R., & McEntire, L. E.** (2007). Modeling the link between need for cognition and the acquisition of a complex skill. *Personality and Individual Differences*, 42, 201-212.
- Brown, R. P., & **Day, E. A.** (2006). The difference isn't black and white: Stereotype threat and the race gap on Raven's Advanced Progressive Matrices. *Journal of Applied Psychology*, 91, 979-985.
- Day, E. A., Blair, C., Daniels, S. Kligyte, V., & Mumford, M. D.** (2006). Linking instructional objectives to the design of instructional environments: The integrative training design matrix. *Human Resource Management Review*, 16, 376-395.
- Edwards, B. D., **Day, E. A., Arthur, W. Jr., & Bell, S. T.** (2006). Relationships between team ability composition, team mental models, and team performance. *Journal of Applied Psychology*, 91, 727-736.
- Lievens, F., Chasteen, C. S., **Day, E. A., & Christiansen, N. D.** (2006). Large-scale investigation of the role of trait activation theory for understanding assessment center convergent and discriminant validity. *Journal of Applied Psychology*, 91, 247-258.
- Arthur, W. Jr., Bell, S. T., Edwards, B. D., **Day, E. A., Tubre, T. C., & Tubre, A. H.** (2005). Convergence of self-report and archival crash involvement data: A two-year longitudinal follow-up. *Human Factors*, 47, 303-313.
- Day, E. A., Arthur, W. Jr., Edwards, B. D., Bell, S. T., Bennett, W. Jr., Tubre, T. C., & Mendoza, J. L.** (2005). Ability-based pairing strategies in the team-based training of a complex skill: Does the cognitive ability of your training partner matter? *Intelligence*, 33, 39-65.
- Espejo, J., Day, E. A., Scott, G., & Diaz, T. (2005). Performance evaluations, need for cognition, and the acquisition of a complex skill: An attribute-treatment interaction. *Personality and Individual Differences*, 38, 1867-1877.
- Day, E. A., Arthur, W. Jr., Miyashiro, B., Edwards, B. D., Tubre, T. C., & Tubre, H.** (2004). Criterion-related validity of different statistical operationalizations of group general cognitive ability as a function of task type: Comparing the mean, maximum, and minimum. *Journal of Applied Social Psychology*, 34, 1521-1549.
- Fein, E. C., & Day, E. A. (2004). The PASS theory of intelligence and the acquisition of a complex skill: Criterion-related validation of Cognitive Assessment Systems scores. *Personality and Individual Differences*, 37, 1123-1136.
- Arthur, W. Jr., **Day, E. A., McNelly, T. L., & Stanush, P. L.** (2003). A meta-analysis of the criterion-related validity of assessment center dimensions. *Personnel Psychology*, 56, 125-154.
- Day, E. A., Arthur, W. Jr., Edwards, B. D., & Bell, S. T.** (2003). Relating member ability and personality to dyadic team performance. *Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting* (pp. 1063-1067). Santa Monica, CA: Human Factors and Ergonomics Society.
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- Day, E. A.,** Arthur, W. Jr., Paulus, L. E., & Fein, E. C. (2003). Dyadic protocols, observational learning, and the acquisition of complex skills. *Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting* (pp. 2050-2053). Santa Monica, CA: Human Factors and Ergonomics Society.
- Day, E. A.,** Radosevich, D. J., & Chasteen, C. S. (2003). Construct- and criterion-related validity of four commonly used goal orientation instruments. *Contemporary Educational Psychology*, 28, 434-464.
- Day, E. A.,** Stokes, C., & Fein, E. C. (2002). Relating goal orientation to the acquisition of a complex skill: Does the context matter? *Proceedings of the Human Factors and Ergonomics Society 46th Annual Meeting* (pp. 988-992). Santa Monica, CA: Human Factors and Ergonomics Society.
- Arthur, W. Jr., Tubre, T. C., **Day, E. A.,** Sheehan, M. K., Sanchez-Ku, M., Paul, D., Paulus, L., & Archuleta, K. (2001). Motor vehicle crash involvement and driving violations: Convergence of self-report and archival data. *Human Factors*, 43, 1-11.
- Day, E. A.,** Arthur, W. Jr., & Gettman, D. (2001). Knowledge structures and the acquisition of a complex skill. *Journal of Applied Psychology*, 86, 1022-1033.
- Rothgerber, H., & **Day, E. A.** (1999). Using jelly beans to teach concepts in research methodology. In L. Benjamin, B. F. Nodine, R. E. Ernst, & C. B. Broeker (Eds.), *Activities handbook for the teaching of psychology* (Vol. 4, pp. 69-73). Washington, DC: American Psychological Association.
- Shebilske, W. L., Goettl, B. P., Corrington, K., & **Day, E. A.** (1999). Inter-lesson spacing and task-related processing during complex skill acquisition. *Journal of Experimental Psychology: Applied*, 5, 413-437.
- Shebilske, W. L., Jordan, J. A., Goettl, B. P., & **Day, E. A.** (1999). Cognitive and social influences in training teams for complex skills. *Journal of Experimental Psychology: Applied*, 5, 227-249.
- Worchel, S., Rothgerber, H., **Day, E. A.,** Hart, D., & Butemeyer, J. (1998). Social identity and individual productivity within groups. *British Journal of Social Psychology*, 37, 389-413.
- Arthur, W. Jr., **Day, E. A.,** Bennett, W. Jr., McNelly, T. L., & Jordan, J. A. (1997). Dyadic versus individual-based training: Loss and re-acquisition of a complex skill. *Journal of Applied Psychology*, 82, 783-791.
- Day, E. A.,** Arthur, W. Jr., & Shebilske, W. L. (1997). Ability determinants of complex skill acquisition: Effects of training protocol. *Acta Psychologica*, 97, 145-165.
- Goettl, B. P., Snooks, S. F., **Day, E. A.,** & Shebilske, W. L. (1997). Emphasis change and verbal elaboration in skill acquisition: A tale of two components. *Proceedings of the Human Factors and Ergonomics Society 41st Annual Meeting*.
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Goettl, B. P., Shebilske, W. L., & **Day, E. A.** (1996). Learner aptitudes, elaborations, and attention control in training a complex skill. *Proceedings of the Human Factors and Ergonomics Society 40th Annual Meeting*.

Professional Presentations and Invited Talks

Huck, J. T., Allan, J., Garcia-Retamero, R., Feltz, A., **Day, E. A.**, & Cokely, E. T. (2020). *Numeracy and the role of cognitive abilities in decision making quality*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Jorgensen, A., **Day, E. A.**, Huck, J. T., Richels, K., Harris, H., & Westlin, J. (2020). *Discrete emotions and complex skill learning: Evidence of incremental validity*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Steele, L. M., Hardy, J., III, & **Day, E. A.** (2020). When creative self-efficacy is positively related to creativity and when it isn't. In A. S. McKay (Chair), *The role of time for creativity: Expanding the lens in creativity research*. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Day, E. A. (2019). *Rock, funk, & spiritual living: From ravens and lilies to new bags and bombs*. Morning Star Center for Spiritual Living. Norman, OK.

Huck, J. T., **Day, E. A.**, Jorgensen, A., Richels, K., & Westlin, J. (2019). *Multilevel effects of goal orientation during skill acquisition and adaptation*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Jorgensen, A., **Day, E. A.**, Huck, J. T., Richels, K., & Westlin, J. (2019). *A dynamic, self-regulatory examination of emotions and complex task learning*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Richels, K., **Day, E. A.**, Jorgensen, A., Huck, J. T., & Westlin, J. (2019). *Relating proactive personality and affect variability to adaptive task performance*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Day, E. A. (2018). *The soul and rock n' roll: From surviving to thriving*. The Institute for the Study of Human Flourishing, University of Oklahoma, Norman, OK.

Huck, J. T., **Day, E. A.**, Lin, L., Jorgensen, A., Steele, L., & Westlin, J. (2018). *Comparing multilevel and latent growth models of performance adaptation*. Poster presented at the 39th Annual Industrial-Organizational Psychology and Organizational Behavior Conference, Tulsa, OK.

Huck, J. T., **Day, E. A.**, Lin, L., Jorgensen, A., Westlin, J., & Hardy, J., III (2018). *Curiosity, skill acquisition, and adaptation: A piecewise latent trajectory analysis*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Steele, L. M., Hardy III, J. H., Day, E. A., Watts, L. L., & Mumford, M. D. (November, 2018). *Navigating creative paradoxes: Exploration and exploitation effort drive novelty and usefulness*. Paper presented at the 2018 Meeting of the Southern Management Association, Lexington, KY.
- Day, E. A., Hardy, J., III, & Arthur, W. Jr.** (2017). Exploration-exploitation tradeoffs in self-regulated learning: Implications for training and development. In D. K. Jundt & J. W. Beck (Chairs), *Current directions in modeling within-person dynamics in self-regulation research*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Huck, J. T., Jorgensen, A., Day, E. A., Westlin, J., Steele, L., & Hardy, J., III. (2017). *Modeling dynamics of skill acquisition and adaptation*. Poster presented at the 22nd Oklahoma/Kansas Judgment and Decision Making Workshop, Norman, OK.
- Kramer, M. W., Hoelscher, C. S., Nguyen, C., Day, E. A., & Cooper, O. D. (2017). *Structuration processes in an interagency collaboration: Enabling and constraining through words and deeds*. Presented at the 103rd Annual Convention of the National Communication Association, Dallas, TX. [won the "Top Four Poster Award"]
- Westlin, J., Day, E. A., & Hughes, M. G. (2017). *Practice difficulty and task exploration in an active learning environment*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Steele, L. M., Hardy III, J., Day, E. A., & Mumford, M. D. (2017). Predictors of adaptability in creative performance. In C. J. Winslow & L. E. Tetrick's (Chairs), *Individual-level antecedents of workplace creativity and innovation*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology in Orlando, FL.
- Hardy, J., III, Day, E. A., & Steele, L. M. (2016). *Incremental validity of exploratory behavior in complex task learning*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Hardy, J., III, Day, E. A., & Steele, L. M. (2016). *Interrelationships among self-regulatory processes and performance in complex task learning*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA. [recognized as one of the top 10 posters out of approximately 1000 submissions]
- Hardy, J., III, Day, E. A., Steele, L. M., Westlin, J., & Nguyen, C. (2016). *Self-efficacy, achievement-versus learning-oriented effort, and complex task learning*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Hardy, J., III, Day, E. A., & Steele, L. M. (2015). *Ability, goal orientation, and exploratory behavior in active learning*. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
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- Hoelscher, C. S., Nguyen, C., Kramer, M. W., & **Day, E. A.** (2015). *Decision making and communication in a statewide interagency task force: A qualitative investigation of planned versus utilized processes*. Presented at the 101st Annual Convention of the National Communication Association, Las Vegas, NV.
- Arsenault, M., Mracek, D. L., Hardy, J., III, & **Day, E. A.** (2014). *Dynamic team efficacy in relation to routine versus adaptive performance*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Arsenault, M., **Day, E. A.**, & Hardy, J., III (2013). *Reflexivity, team efficacy, and cohesion under routine and novel performance demands*. Poster presented at the 121st Annual Convention of the American Psychology Association, Honolulu, HI.
- Cooper, O. D., **Day, E. A.**, Connelly, S., Arsenault, M. L., Hardy, J. H., III, & Mracek, D. L. (2013). *Development of a construct-oriented situational judgment test of sensemaking skills*. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Hardy, J. H., III, & **Day, E. A.** (2013). *Self-efficacy and complex skill performance: Disentangling between- and within-person differences*. Poster presented at the 121st Annual Convention of the American Psychology Association, Honolulu, HI.
- Hardy, J. H., III, **Day, E. A.**, Hughes, M. G., Wang, X., & Schuelke, M. J. (2013). *Exploration and complex task learning: A between- and within-person examination*. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Harkrider, L. N., & **Day, E. A.** (2012). *Reactions to a teammate's low effort in difficult performance situations*. Poster (interactive session) presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Arsenault, M., **Day, E. A.**, Schuelke, M. J., Hughes, M. G., & Harkrider, L. N. (2012). *Team reflexivity and performance under routine versus novel mission demands*. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Hughes, M. G., **Day, E. A.**, Wang, X., Cooper, O., Arsenault, M., Harkrider, L., & Schuelke, M. J. (2011). *Learner-controlled practice difficulty: The roles of cognitive and motivational processes*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Schuelke, M. J., **Day, E. A.**, & Terry, R. (2011). *Complex skill acquisition ability-growth interactions: A spline-modeling approach*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Wang, X., **Day, E. A.**, Kowollik, V., Schuelke, M. J., & Hughes, M. G. (2011). *Factors influencing knowledge and skill decay in training: A meta-analysis*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
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- Boatman, P., Day, E. A., McEntire, L. E., Schuelke, M. J., Wang, X., & Kowollik, V. (2010).
Behavioral modeling and complex skill acquisition: Coping versus mastery models. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Kowollik, V., Day, E. A., Wang, X., Arthur, W., Jr., Schuelke, M. J., & Hughes, M. G. (2010). *The interaction between ability and training structure: A meta-analysis.* Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- McEntire, L. E., Wang, X., & Day, E. A. (2009). *Need for cognition and complex skill training: An attribute-treatment interaction.* Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Day, E. A., Schuelke, M. J., & Hughes, M. G. (2009).** Computer games and research on team training and team dynamics. In *AFRL/RHAS University Consortium: DDD Workshop*. Workshop conducted at Aptima Inc. for the Air Force Research Laboratory, Warfighter Readiness Research Division, Boston, MA.
- Day, E. A. (2008).** *Why good people sometimes make bad (unethical) decisions, and how to promote ethical action.* Presentation at the February 2008 OKEthics Business Consortium. Oklahoma City, OK.
- Day, E. A., & Woehr, D. J. (2008).** *A closer look at assessment center construct validity evidence.* Presentation at the 34th International Congress on Assessment Center Methods, Washington, DC.
- McEntire, L. E., Wang, X., Day, E. A., Boatman, P., Espejo, J., Vert, A., & Kowollik, V. (2008).
Verbal protocols and complex skill acquisition: Think versus explain protocols. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Villado, A. J., **Day, E. A.,** Arthur, W. Jr., Bhupatkar, A., Boatman, P. R., Kowollik, V., & Bennett, W. Jr. (2008). *Complex task performance following extended periods of nonuse.* Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Day, E. A.,** Arthur, W. Jr., Villado, A. J., & Bennett, W. Jr. (2007). Skill decay on a cognitively complex task: An investigation of nonuse interval and practice schedules. In *Individual and team skill decay: State of the science and implications for practice*. Workshop conducted at the Air Force Research Laboratory, Warfighter Readiness Research Division, Mesa, AZ.
- Villado, A. J., Arthur, W. Jr., **Day, E. A.,** & Bennett, W. Jr. (2007). If you build it . . . Investigating the use of, reaction to, and effectiveness of voluntary web-based rehearsal to mitigate complex skill and knowledge loss following nonuse. In *Individual and team skill decay: State of the science and implications for practice*. Workshop conducted at the Air Force Research Laboratory, Warfighter Readiness Research Division, Mesa, AZ.
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- Arthur, W. Jr., **Day, E. A.**, Villado, A. J., Boatman, P. R., Bhupatkar, A., Kowollik, V., & Bennett, W. Jr. (2007). Decay and reacquisition of a complex skill: An investigation of practice schedules, observational rehearsal, and individual differences. In F. L. Oswald & E. M. Oberlander (Chairs), *Adaptive skills and adaptive performance: Today's organizational reality*. Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Day, E. A.**, Schuelke, M. J., Espejo, J., Boatman, P. R., Kowollik, V., McEntire, L. E., & Wang, X. (2007). *Knowledge structures and skill acquisition: Having an expert referent matters*. Poster presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Espejo, J., **Day, E. A.**, Boatman, P. R. Kowollik, V., & McEntire, L. E. (2007). *Assessing the predictive validity of peer ratings of goal orientation*. Poster at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Brown, R. P., & **Day, E. A.** (2006). *The difference isn't black and white: A stereotype threat interpretation of the race differences on Raven's Advanced Progressive Matrices*. Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.
- Day, E. A.**, Sherwin, R. E., Boatman, P. R., Kowollik, V., Espejo, J., McEntire, L. E., & Albers, P. (2006). *Self-efficacy, collaborative learning, and complex skill acquisition: An attribute-treatment interaction*. Poster presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Espejo, J., **Day, E. A.**, Kowollik, V., Boatman, P. R., & McEntire, L. E. (2006). *Modeling the links between need for cognition and skill acquisition*. Poster presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- McEntire, L. E., Boatman, P. R., **Day, E. A.**, Espejo, J. (2006). *Knowledge structures and complex skill acquisition: A replication and extension*. Poster presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Radosevich, D. J., Radosevich, D. M., Rota, L., Law, J. B., **Day, E. A.**, & Dodds, J. J. (2006). *The influence of a four-factor model of goal orientation on motivation*. Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.
- Arthur, W. Jr., Villado, A. J., Boatman, P. R., Bhupatkar, A., & **Day, E. A.** (2005). *Complex nonmotor skill acquisition, retention, transfer, and reacquisition*. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Boatman, P. R., **Day, E. A.**, Espejo, J., McEntire, L. E., & Kowollik, V. (2005). *Individual differences, extended practice, and skill expertise: A laboratory investigation*. Poster presented at the 17th Annual Convention of the American Psychological Society, Los Angeles, CA.
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- Brown, R. P., & **Day, E. A.** (2005). *Stereotype threat and the race gap on Raven's APM*. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Kowollik, V., Day, E. A., Espejo, J., McEntire, L. E., & Boatman, P. R. (2005). *Mental models and collaborative learning with a more experienced partner*. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- McEntire, L. E., Day, E. A., Espejo, J., Boatman, P. R., Kowollik, V., & Vert, A. (2005). *Verbal protocols and demonstrating performance of a complex skill*. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Boatman, P. R., Day, E. A., Espejo, J., Jackson, L. E., & Holloway, S. L. (2004). *Individual differences, extended practice, and the development of skill proficiency*. Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Day, E. A.** (2004). *The good and the bad in groups: The case of collaboration and learning complex skills*. Presentation at the Oklahoma Christian University. Oklahoma City, OK.
- Day, E. A.,** Brown, R. P. (2004). *Stereotype threat and the race gap on Raven's Advanced Progressive Matrices: The difference isn't black and white*. Texas A&M University. College Station, TX.
- Diaz, T., Day, E. A., & Espejo, J. (2004). *Decision change and the devil's advocate in group decision making*. Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lievens, F., Chasteen, C. S., Day, E. A., & Christiansen, N. D. (2004). *Large-scale investigation of the role of trait activation theory for understanding assessment center convergent and discriminant validity*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Arthur, W. Jr., Bell, S. T., Edwards, B. D., & **Day, E. A.** (2003). *Motor vehicle crash involvement data convergence: A predictive follow up*. Poster presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Day, E. A.,** Arthur, W. Jr., Edwards, B. D., & Bell, S. T. (2003). *Ability-based pairing strategies in the team-based training of complex skills*. Poster presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Day, E. A.,** Yeo, S., Radosevich, D. J. (2003). *Comparing two- and three-factor models of goal orientation: A meta-analysis*. Poster (interactive session) presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Espejo, J., Day, E. A., Scott, G., & Diaz, T. (2003). *Skill evaluations, need for cognition, and complex skill acquisition*. Poster presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
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- Day, E. A., Vaidyanathan, V., & Fein, E. C.** (2002). *General mental ability, team mental models, and the performance of dyadic teams*. Poster presented at the 14th Annual Convention of the American Psychological Society, New Orleans, LA.
- Fein, E. C., & Day, E. A., & Bearfield, E.** (2002). *Using a process-based test of intelligence to predict complex skill acquisition*. Poster presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Arthur, W. Jr., McNelly, T. L., Edens, P. S., & **Day, E. A.** (2001). Distinguishing between methods and constructs: The criterion-related validity of assessment center dimensions. In M. P. Born (Chair), *Assessment center dimension validation: Are we asking the wrong questions?* Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Edwards, B. D., **Day, E. A.**, Miyashiro, B., Arthur, W. Jr., Tubre, T. C., & Tubre, H. (2001). *Comparative validity of different statistical operationalizations of team ability as a function of task-type*. Poster presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Hanson-Tubre, A., Tubre, T. C., Arthur, W. Jr., & **Day, E. A.** (2001). *Using multiple predictor categories to predict motor vehicle crash involvement*. Poster presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Radosevich, D. J., **Day, E. A.**, & Tubre, T. C. (2001). *A psychometric examination of four commonly used goal orientation instruments*. Poster presented at the 13th Annual Convention of the American Psychological Society, Toronto, Canada.
- Arthur, W. Jr., **Day, E. A.**, Edwards, B., Gettman, D., Paul, D. S., & Bennett, W., Jr. (2000). *The relationship between team mental models and performance in dyadic teams*. Poster presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- Day, E. A.** (2000). *The role of mental models in complex skill acquisition: Implications for training evaluation and design*. University of Southern Mississippi. Hattiesburg, MS.
- Arthur, W. Jr., Tubre, T. C., Sanchez-Ku, M., Sheehan, M. K., **Day, E. A.**, Paul, D., Paulus, L., & Archuleta, K. (1999). *Convergence of self-report and archival data in the prediction of driving accident involvement*. Poster presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Day, E. A.**, Arthur, W. Jr., Tubre, T. C., Sheehan, M. K., Sanchez-Ku, M., Paul, D., Paulus, L., & Archuleta, K. (1999). *Combining information processing, personality, and demographic variables to predict motor vehicle crashes*. Poster presented at the 11th Annual Convention of the American Psychological Society, Denver, CO.
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- Day, E. A.,** Rothgerber, H., & Worchel, S. (1999). *Social loafing as a function of group development*. Poster presented at the 11th Annual Convention of the American Psychological Society, Denver, CO.
- Day, E. A.,** Tubre, T. C., Arthur, W. Jr., & Shebilske, W. L. (1998). *Training partner's cognitive ability and training performance*. Poster presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Arthur, W. Jr., **Day, E. A.,** Bennett, W., Jr., & McNelly, T. L. (1997). *Loss and re-acquisition of a complex skill: Dyadic versus individual-based training*. Poster presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Worchel, S., **Day, E. A.,** Rothgerber, H., Hart, D., & Butemeyer, J. (1997). *Social identity and individual productivity within groups*. Paper presented at the 105th Annual Convention of the American Psychological Association, Chicago, IL.
- Day, E. A.,** & Arthur, W. Jr. (1996). *Ability determinants of complex skill acquisition: Effects of training protocol*. Poster presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Day, E. A.,** Worchel, S., Goodwin, J., Rothgerber, H., & Lamb, D. (1995). *Leadership preferences as a function of group development*. Poster presented at the 10th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Rothgerber, H., Worchel, S., **Day, E. A.,** & Goodwin, J. (1995). *Group development factors related to bonus preferences*. Poster presented at the 10th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Voss, E., **Day, E. A.,** & Shirkey, E. (1993). *Factor analysis of the Attitudes Towards Women Scale*. Poster presented at the annual meeting of the Southeastern Psychological Association, Atlanta, GA.

Technical Reports

- Gibson, C., McIntosh, T., Mulhearn, T., Connelly, S., **Day, E. A.,** Yammarino, F., & Mumford, M. D. (2014). *Leadership/Followership for Long-duration exploration missions*. Norman, OK. Final technical report for the U.S. National Aeronautics Space Administration. (contract #NNJ13487783Q).
- Hoelscher, C. S., Cooper, O. D., Nguyen, C., Kramer, M. W., & Day, E. A. (2014). Support for impaired driving initiatives in Oklahoma: A qualitative examination of leadership and organizational mechanisms. Norman, OK. Final technical report for the National Safety Council and the National Highway Traffic Safety Administration (cooperative agreement: DTNH22-09-H-00240).
- Dean, C., Stacy, W., Arsenault, M., Hardy, J. H., III, Mracek, D., Christensen, C., Day, E. A., & Terry, R. (2013). *Scenario engineering for assessment of multi-team adaptive training environments (SEAMATE): Phase II, Option I*. (Aptima Job #1582). Woburn, MA: Final technical report for the U.S. Office of Naval Research, Naval Air Warfare Center (contract #: N68335-11-C-0202).
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Dean, C., Keeney, M., Stacy, W., Arsenault, M., Christensen, C., Mracek, D., **Day, E. A.**, & Terry, R. (2012). *Scenario engineering for assessment of multi-team adaptive training environments (SEAMATE): Phase II*. (Aptima Job #1582). Woburn, MA: Final technical report for the U.S. Office of Naval Research, Naval Air Warfare Center (contract #: N68335-11-C-0202).

Cooper, O. D., Arsenault, M. L., Mracek, D. L., Hardy, J. H., III, **Day, E. A.**, Connelly, S. (2012). *Developing a situational judgment test criterion measure for the Virtual Platoon Leadership Training for Training for Second Lieutenants*. Norman, OK. Final technical report submitted to the Institute for Advanced Technology, University of Texas-Austin in support of the U.S. Army Field Artillery School, Fires Center of Excellence, Directorate of Training and Doctrine (contract #: UTA11-000616).

Hauck, E. L., Shipman, A., Arsenault, M. L., Cooper, O. D., Schuelke, M. J., **Day, E. A.**, Connelly, S. (2010). *Developing prototype content for a virtual learning interface for the purpose of training, education, and developing leadership in the U. S. Army: Virtual Platoon Leadership Training for Second Lieutenants*. Norman, OK. Final technical report submitted to the Institute for Advanced Technology, University of Texas-Austin in support of the U.S. Army Field Artillery School, Fires Center of Excellence, Directorate of Training and Doctrine (contract #: UTA09-000454).

Stacy, W., Dean, C., **Day, E. A.**, & Terry, R. (2010). *Scenario engineering for assessment of multi-participant adaptive training environments (SEAMATE): Phase I*. (Aptima Job #1505). Woburn, MA: Final technical report for the U.S. Office of Naval Research, Naval Air Warfare Center (contract #: N00014-09-M-0386).

Shipman, A., Friedrich, T., Vessey, B., Connelly, S., **Day, E. A.**, Douglas, A., Schroeder, J., & Ruark, G. A. (2009). *Training leaders to manage emotions in an interpersonal context*. Norman, OK: Final technical report for the U.S. Army Research Institute for the Behavioral and Social Sciences.

McEntire, L. E., Blackwell, L. V., Hauck, E. Osburn, H. K., Daniels, C. S., Mumford, M. D., & **Day, E. A.** (2007). *Automatic SkillObject generator: Cumulative technical report*. Norman, OK: Final technical report for SkillsNET Corporation.

Kowollik, V., Boatman, P. R., McClendon, M. B., Osburn, H. K., Daniels, C. S., McEntire, L. E., Blackwell, L. V., Hauck, E. L., Mumford, M. D., & **Day, E. A.** (2007). *SOL: Creation of a SkillObject library*. Norman, OK: Final technical report for SkillsNET Corporation.

Arthur, W. Jr., Villado, A. J., Boatman, P. R., Bhupatkar, A., Kowollik, V., **Day, E. A.**, & Bennett, W. Jr. (2006). *Standards for readiness assessment and tracking of warfighter training systems research*. College Station, TX: Final technical report for L-3 Communications.

Boatman, P. R., Osburn, H. K., Blackwell, L. V., McClendon, M. B., Mumford, M. D., **Day, E. A.**, Daniels, C. S., Kowollik, V., & McEntire, L. E. (2006). *Skill-to-task assistance tool: Final technical report*. Norman, OK: Final technical report for SkillsNET Corporation.

Gaddis, B. H., Dailey, L. R., Connelly, S., Mumford, M. D., & **Day, E. A.** (2003). *An online tool for developing behaviorally based employment interviews*. University of Oklahoma, Norman.

Arthur, W. Jr., Bennett, W., Jr., **Day, E. A.**, McNelly, T. L. & Jordan, J. A. (1997). *Skill loss: A comparative assessment of training protocols and individual differences in the loss and re-acquisition of complex skills*. (Tech. Rep. No. AL-TP-1997-XXXX). Brooks AFB, TX: AL/HRTE, Technical Division.

Day, E. A., & Tubre, T. (1995). *The development of a training program for Senior Route Managers: The front end loader system*. Texas A&M University, College Station.

Pacquin, A., & **Day, E. A.** (1995). *The development of an instrument to identify HRDD computer training needs for the Food Safety and Inspection Service*. Texas A&M University, College Station.

Day, E. A. (1992). *Human resources systems at Miami Subs restaurants: A review and evaluation*. University of Central Florida, Orlando, FL.

Unpublished Manuscripts

Boatman, P., **Day, E. A.**, McEntire, L. E., Harkrider, L. N., Schuelke, M. J., Wang, X., & Kowollik, V. (2018). *Behavioral modeling training and the acquisition and transfer of a complex skill*. University of Oklahoma, Norman, OK.

Day, E. A. (1998). *Persistence training and social learning theory: Implications for transfer of organizational training*. Unpublished doctoral dissertation, Texas A&M University, College Station.

Regian, J. W., **Day, E. A.**, & Shebilske, W. L. (1994). *The role of the skill acquisition specialist in the directed evolution of human-machine systems*. Unpublished manuscript, Brooks AFB, TX: AL/HRTE, Technical Division.

Day, E. A. (1993). *A comparison of the content and relevance of master's level I/O psychology and HRM graduate programs*. Unpublished master's thesis, University of Central Florida, Orlando.

REVIEWING EXPERIENCE

Educational Assessment

European Journal of Psychology of Education

Human Factors

Human Performance (Editorial Board, 2015 - present)

Human Resources Management Review

International Journal of Selection and Assessment

Israel Science Foundation

Journal of Applied Psychology (Editorial Board, 2008 - present)

Journal of Business Psychology

Journal of Experimental Psychology: Applied

Journal of Occupational and Organizational Psychology

Multivariate Behavioral Research

Learning and Individual Differences

Organizational Behavior and Human Decision Processes

Organizational Research Methods

Personality and Individual Differences

Psychological Reports

Simulation in Healthcare

Small Group Research (Editorial Board, 2017 - present)

Thinking Skills and Creativity

Society for Industrial and Organizational Psychology (Annual Conference)

Douglas Bray & Ann Howard Research Grant, Society for Industrial and Organizational Psychology
(Committee Member, 2012-2014; Chair, 2015 & 2016)

Schmidt & Hunter Meta-Analysis Award, Society for Industrial and Organizational Psychology
(Committee Member, 2020)

TEACHING EXPERIENCE

Undergraduate Courses Taught

- Introduction to Psychology
- Industrial and Organizational Psychology
- Statistics
- Research Methods
- Psychological Testing
- Psychology of Leadership
- Psychology of Groups
- Psychology of Motivation
- Sport & Exercise Psychology

Graduate Courses Taught

- Survey of I/O Psychology
- Survey of Personnel Psychology
- Groups and Teams in Organizations
- Assessment and Selection in Personnel Psychology
- Training and Development in Organizations
- Staffing, Selection, and Compensation
- Human Resources Management

Committees Chaired

- Samantha Elliott, Ph.D., in progress
 - Kelsey Richels, Ph.D., in progress
 - Ashley Jorgensen, Ph.D., 2020
 - Jon Huck, Ph.D., 2020
 - Hannah Harris, Senior Honors thesis, 2019
 - Joseph Westlin, Ph.D., 2019
 - Kelsey Richels, Masters, 2018
 - Jonathan Huck, Masters, 2018
 - Christopher Nguyen, Ph.D., 2018
 - Ashley Jorgensen, Masters, 2017
 - Jay Hardy, Ph.D., 2015
 - Derek Mracek, Ph.D., 2015
 - Christopher Nguyen, Masters, 2015
 - Matthew Arsenault, Ph.D., 2014
 - Olivia Cooper, Ph.D., 2014
 - Ruth Imose, Senior Honors thesis, 2013
 - Michael Hughes, Ph.D., 2012
 - Lauren Harkrider, Ph.D., 2012
 - Olivia Cooper, Masters, 2012
 - Jay Hardy, Masters, 2012
 - Matthew Arsenault, Masters, 2011
 - Lauren Harkrider, Masters, 2011
 - Andy Vert, Ph.D., 2011
 - Michael Hughes, Masters, 2010
 - Matthew Schuelke, Ph.D., 2010
 - Xiaoqian Wang, Ph.D., 2010
 - Vanessa Kowollik, Ph.D., 2009
 - Paul Boatman, Ph.D., 2008
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- Lauren Jackson, Ph.D., 2008
- Matthew Schuelke, Masters, 2007
- Monica Singh, Senior Honors thesis, 2007
- Jazmine Espejo, Ph.D., 2006
- Andrew Vert, Masters, 2006
- Vanessa Kowollik, Masters, 2005
- Paula Albers, Senior Honors thesis, 2005
- Rachel Sherwin, Senior Honors thesis, 2005
- Paul Boatman, Masters, 2004
- Lauren Jackson, Masters, 2004
- F. Christensen, Senior Honors thesis, 2004
- Delanie Janke, Senior Honors thesis, 2004
- Tansy Diaz, Masters, 2003
- Jazmine Espejo, Masters, 2003
- Erich Fein, Masters, 2001
- Vandana Vaidyanathan, Masters, 2001
- Sheauyuen Yeo, Masters, 2001
- Charlie Stokes, Senior Honors thesis, 2001

CONSULTING

- March, 2017 - June 2017 **Cherokee CRC and the Federal Aviation Administration.**
Oklahoma City, OK. CONSULTANT. Providing expert advice and leading SME focus groups regarding pilot cognitive skill degradation from increased use of automation
- July, 2015 - September, 2015 **Job Pact.** Tulsa, OK. CONSULTANT. Providing expert advice regarding the development and evaluation of online recruiting tools
- August, 2008 - July 2009 **Army Research Institute in cooperation with Ontar Corporation.**
Fort Leavenworth, KS. CONSULTANT. Developing a model of emotion management training for Army leaders; evaluating existing methods of emotion management training; developing a proposal for the design, implementation, and evaluation of a computer-based training simulation of emotion management
- May, 2003 - 2007 **SkillsNET Corporation.** Waxahachie, TX. CONSULTANT.
Developing an online automated structured interview tool designed to assess O*NET skills; developing a variety of training system and team selection tools for the Department of Defense; organizing and managing job analyses for a wide range of public and private clientele
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January, 1997 - 2001	Winfred Arthur, Jr. Consulting. Bryan, TX. CONSULTANT. Developing a paper-and-pencil simulation test for the promotion of battalion chief personnel (City of St. Louis, Fire Department); conducting a needs analysis for a development and training program for upper-level executives, and assessing the performance of candidates in an assessment center for upper-level executives (Texas State Auditors Office); writing performance AC feedback reports, and conducting feedback interviews; assisting in the psychometric review and analysis of AL/HRT (Brooks AFB) aircrew selection tests; developing team-training and cognitive task analyses for AL/HRT (Brooks AFB); developing a mediation skills assessment tool, developing and conducting role-player training, and assessing the performance of candidates for The George Bush School of Government and Public Service Leadership Assessment Workshop
August, 1995 - January, 1996	City of College Station, Public Services Department, Division of Sanitation. College Station, TX. Conducting a job analysis and organizational analysis; writing a job description for the position of Senior Route Manager; designing a training program for the position of Senior Route Manager; writing a training manual for the front-end loader garbage collection vehicle
September, 1994 - December, 1995	Food Safety and Inspection Service, U. S. Department of Agriculture. College Station, TX. CONSULTANT. Developing an instrument to identify computer training needs for the Human Resources Development Division; conducting job analysis interviews; and developing an instrument to assess the orientation training needs of food safety inspection personnel
January, 1993 - August, 1993	Dr. Janet Turnage. Orlando, FL. CONSULTANT. Writing the study guide to an I/O Psychology textbook (Dipboye, Smith & Howell, 1994) for Harcourt Brace Jovanovich College Publishers
April, 1992 - October, 1992	Davgar Restaurants. Orlando, FL. INTERN/CONSULTANT. Working part-time in a Miami Subs restaurant, keeping a daily diary of work events, and evaluating and making recommendations towards the selection process, orientation program, training program, and performance appraisal system at Miami Subs Restaurants
November, 1991	Orange County Sheriff's Department. Florida. ROLE-PLAYER. Participating as a role-player in an assessment center for the promotion of sergeants.
September, 1991 - December, 1991	University of Central Florida, Orlando, FL. DESIGNER. Conducting job analysis interviews and constructing an assessment center for the position of radio station program director
