

CURRICULUM VITAE

Jane A. Halpert, Ph.D.

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EDUCATION

1977 - 1985 Wayne State University, Detroit, Michigan.
B.A. 1979, Psychology (with Honors)
M.A. 1982, Industrial/Organizational Psychology. Thesis: Effects of race and job level on job satisfaction,
Ph.D. 1985, Industrial/Organizational Psychology. Dissertation: Perceived characteristics of effective managers as a function of technological environment

ACADEMIC APPOINTMENTS

1992-present Associate Professor, Department of Psychology, DePaul University, Chicago, IL.
Duties include teaching graduate and undergraduate courses, advising, supervising M.A. and Ph.D. students, and research.

1986-1992 Assistant Professor, Department of Psychology, DePaul University, Chicago, IL.

1985-1986 Instructor, Department of Psychology, DePaul University, Chicago, IL

ADMINISTRATIVE APPOINTMENTS

Director, Industrial/Organizational Psychology Program, DePaul University. This administrative appointment rotates among the I/O Program faculty for two-year terms. Since joining DePaul in 1985, I have held this position four times: 1987-1989, 1991-1993, 1998-2000, and 2005-2007.

Director, Center for Applied Social Research, DePaul University, 1996-2001. Projects included:

- Consultant to Episcopal Diocese of Chicago
- Focus Group Facilitation
- Expert consultant to attorneys in Title VII employment discrimination cases

PROFESSIONAL EXPERIENCE - APPLIED

1992-1996 Research Associate, Center for Applied Social Research, DePaul University.

- 1986-1995 Psychological Research Consultant, London House, Inc., Rosemont, Illinois.
- 1983 Consultant and workshop leader, Pontiac General Hospital, Pontiac, Michigan.
- 1982 Assistant to external consultant, Ford Motor Company, Utica, Michigan.
- 1981 - 1982 Graduate Intern, Personnel Systems and Research, Michigan Bell Telephone Company, Detroit, Michigan.
- 1979 - 1980 Assistant to assessment center consultants, Burroughs Corporation, Detroit, Michigan.

PUBLICATIONS (refereed)

- Halpert, J.A. (1990). The dimensionality of charisma. *Journal of Business and Psychology*, 4(4), 399-410.
- Halpert, J.A., and Gundry, L.K. (1991). Issues and options in literacy training. *Journal of Business and Psychology*, 5(4), 489-497.
- Cellar, D.F., Miller, M.L., and Halpert, J.A. (1993). Effects of type of decision and organizational outcome on observers' evaluations of the context for decision. *Psychological Reports*, 72, 335-344.
- Jason, L.A., Danner, K.E., Kurasaki, K.S., Halpert, J., Weine, A.M., Warren-Sohlberg, L., and Johnson, J. (1993). A 1-year follow-up of a preventive program for high-risk transfer children. *Journal of Emotional and Behavioral Disorders*, 1, 215-221.
- Halpert, J.A., Wilson, M.L., and Hickman, J.L. (1993). Pregnancy as a source of bias in performance appraisals. *Journal of Organizational Behavior*, 14, 649-663.
- Kaufman, J.S., Jason, L.A., Sawlski, L.M., and Halpert, J.A. (1994). A comprehensive multi-media program to prevent smoking among black students. *Journal of Drug Education*, 24(2), 95-108.
- Rospenda, K.M., Halpert, J., and Richman, J.A. (1994). Effects of social support on medical students' performances. *Academic Medicine*, 69(6), 496-500.
- Halpert, J.A., and Burg, J.H. (1997) Mixed messages: Co-worker responses to the pregnant employee. *Journal of Business and Psychology*, 12(2), 241-253.
- Stuhlmacher, A.F., and Halpert, J.A. (1998) Perceived fairness of arbitration: The impact of decision strategies. *Journal of Social Behavior and Personality*, 13(2), 359-373.

- Jason, L.A., Fennell, P.A., Klein, S., Fricano, G., Halpert, J.A. (1999). An investigation of the different phases of the CFS illness. *Journal of Chronic Fatigue Syndrome*, 5(3/4), 35-54.
- Jason, L.A., Fricano, G., Taylor, R.R., Halpert, J., Fennell, P.A., Klein, S., & Levine, S. (2000). Chronic fatigue syndrome: An examination of the phases. *Journal of Clinical Psychology*, 56(12), 1497-1508.
- Jason, L.A., Fennell, P.A., Taylor, R.R., Fricano, G., & Halpert, J.A. (2000). An empirical verification of the Fennell phases of the CFS illness. *Journal of the Chronic Fatigue Syndrome*, 6(1), 47-56.
- Grant, K., Grace, P., Trujillo, J., Halpert, J., Kessler-Cordeiro, A., Razzino, B., & Davis, T., (2002). Predicting desire for a child among low-income urban adolescent girls: Interpersonal processes in the context of poverty. *Journal of Primary Prevention*, 22(4), 341-359.
- Grant, K.E., Compas, B.E., Stuhlmacher, A.F., Thurm, A.E., McMahon, S.D., & Halpert, J.A. (2003). Stressors and child and adolescent psychopathology: Moving from markers to mechanisms of risk. *Psychological Bulletin*, 129(3), 447-466.
- Hausknecht, J.P., Halpert, J.A., DiPaolo, N.T., & Moriarty Gerrard, M.O. (2007). Retesting in selection: A meta-analysis of coaching and practice effects for tests of cognitive ability. *Journal of Applied Psychology*, 92(2), 373-385.
- Nelson, C.G., Halpert, J.A., & Cellar, D.F. (2007). Organizational responses for preventing and stopping sexual harassment: Effective deterrents or continued endurance? *Sex Roles*, 56, 811-822.
- Groh, D., Jason, L., Ferrari, J., & Halpert, J. (in press). The effects of 12-step participation on social support: A longitudinal investigation within a recovery home sample. *International Journal of Self Help & Self Care*, 4(3).
- Halpert, J.A., Stuhlmacher, A.F., Crenshaw, J.L., Litcher, C.D., & Bortel, R. (in press). Paths to negotiation success. *Negotiation and Conflict Management Research*.

Manuscripts under review

- McMahon, S.D., Felix, E.D., Petropoulos, L.A., & Halpert, J. Exposure to violence and aggression among urban adolescents: Normative beliefs and self-efficacy as mediators. Manuscript under review.
- Halpert, J.A., Miller, L., Haynes, S., and Gerjerts, K. Retesting in selection: A meta-analysis of personality tests. Manuscript under review.
- Fetters, R. I., & Halpert, J. Predicting retaliation in response to psychological contract violation.

Manuscript under review.

Miller, L., & Halpert, J. Impression management and leader-member exchange (LMX) quality. Manuscript under review.

Groh, D., Jason, L., Ferrari, J., & Halpert, J. A longitudinal investigation of the predictability of the three-factor model of the Important People Inventory. Manuscript under review.

PUBLICATIONS (non-refereed)

Halpert, J.A. (1992). This is about power - not physical attraction. Small Business Forum, 10(2), 13-14.

Halpert, J.A., & Stuhlmacher, A.F. (2004). Teaching the teachers: I-O in the high school curriculum. The Industrial-Organizational Psychologist, 42(1), 153-154.

Halpert, J., & Hausknecht, J. (2004). What happens when applicants retest? Issues and outcomes of repeated testing. PTC Newsletter, XXVII(12), 4.

Manuscripts in Preparation

Halpert, J.A. and Stuhlmacher, A.F. A task typology for integrative negotiation research.

Halpert, J.A., and Morrisett, M. Subject pool responses across the academic term

PRESENTATIONS (refereed)

Barclay, L. A., Fields, M. W., and Halpert, J. A. (1981, April). Perceived differences in job isolation and related satisfaction for different racial groups. Paper presented at the meeting of the Midwest Academy of Management, Chicago.

Barclay, L. A., Fields, M. W., and Halpert, J. A. (1981, April). The impact of gender, perceived female isolation and beliefs in traditional roles for women on job satisfaction. Paper presented at the meeting of the Midwestern Psychological Association, Detroit.

Halpert, J. A. (1986, November). Perceptions of high tech. Paper presented at the meeting of the Illinois Psychological Association, Chicago.

Latham, V. M., Simerson, G. R., & Halpert, J. A. (1988, April). Recruitment sources' effects on job attitudes: Is there evidence for the realism approach? Paper presented at the meeting of the Midwestern Psychological Association, Chicago.

Jason, L. A., Johnson, J., Weine, A., Halpert, J., & Betts, D. (1989, April). Follow-up of a preventive intervention for high risk transfer children. Paper presented at the meeting of

the Society for Research in Child Development, Kansas City, MO.

Johnson, J., Halpert, J., & Jost, S. (1989, June). Structural equation models and cluster analyses. Paper presented at the Second Biennial Conference on Community Research & Action, East Lansing, MI.

Porter, A., Halpert, J., Blumberg, A., Zolik, E., & Sargeant, G. (1989, October). Evaluation of an academic nuclear technology and arms control program. Paper presented at the meeting of the American Public Health Association, Chicago.

Halpert, J., Zolik, E., Porter, A., Blumberg, A., & Sargeant, G. (1989, October). Nuclear issues/Peace education programs and the modification of attitudes and perceptions. Paper presented at the meeting of the American Public Health Association, Chicago.

Halpert, J., Zolik, E., & Blumberg, A. (1990, August). Evaluation of a peace education program: Results, problems, and needs. Paper presented at the meeting of the American Psychological Association, Boston.

Gundry, L.K., & Halpert, J.A. (1991, June). Literacy training in organizations: Preparing for Workforce 2000. Paper presented at annual conference of the International Personnel Management Association Assessment Council, Chicago.

Halpert, J.A., & Allscheid, S.P. (1991, August). Temporal dynamics of subject pool research. Paper presented at the meeting of the American Psychological Association, San Francisco.

Halpert, J.A., Wilson, M.L., & Hickman, J.L. (1991, August). Pregnancy as a source of bias in performance appraisals. Paper presented at the meeting of the American Psychological Association, San Francisco.

Horowitz, D.B., & Halpert, J.A. (1991, August). Applications of Job Characteristics Theory in job design. Paper presented at the meeting of the American Psychological Association, San Francisco.

Salmons, S., Halpert, J., Sheehan, D., & Caruso, K. (1992, March). Are pregnant women being discriminated against in academia? Paper presented at the I/O Psychology and Organizational Behavior Graduate Student Conference, Roanoke, Virginia.

Johnson, J.H., Jason, L.A., & Halpert, J. (1992, April). Developing a model of transfer student adjustment using path analysis. Paper presented at the meeting of the Western Psychological Association, Portland, Oregon.

Halpert, J.A., & Hickman, J.L. (1993, March). Experiences of pregnant women in the workplace. Paper presented at the Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Toronto.

- Hickman, J.L., Halpert, J.A., & Cellar, D. (1994, June). The importance of gender expectations to delegation outcomes. Paper presented at the Conference of the American Psychological Society.
- Whalen, D.J., Halpert, J.A., & Nitterhouse, D. (1994, November). The effect of source leadership in group decision support software: A classroom approach. Paper presented at the meeting of the Southern Marketing Association, New Orleans.
- Stuhlmacher, A.F., and Halpert, J.A. (1996, May). Perceived fairness of conflict resolution: The impact of decision strategies. Paper presented at the meeting of the Midwestern Psychological Association, Chicago.
- Halpert, J.A., Stuhlmacher, A.F., and Walters, A.E. (1997, April). Win, lose, or compromise: A reconceptualization of integrative negotiation. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, St. Louis.
- Grant, K.E., Grace, P., Trujillo, J., and Halpert, J. (1997, August). Role of parents and boyfriends in predicting teen pregnancy. Paper presented at the meeting of the American Psychological Association, Chicago.
- Halpert, J.A., Stuhlmacher, A.F., Bortel, R., Itaya, F., Crenshaw, J.L., & Litcher, C. (2002, April). Negotiation: Meta-analyses and a path model. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto.
- Stuhlmacher, A.F., Halpert, J.A., Bortel, R., Itaya, F., Crenshaw, J.L., & Litcher, C. (2002, August). Relationships and negotiation: Meta-analyses and a path model. Paper presented at the meeting of the American Psychological Association, Chicago.
- Halpert, J.A. (2002, August). Equality vs. equity: Should graduate students duke it out for funding? In A. F. Stuhlmacher (Chair), Graduate study in I/O Psychology: The issue of student funding. Symposium presented at the meeting of the American Psychological Association, Chicago.
- Halpert, J.A., Franze, I.J., & Matuszewska, A.M. (2003, May). Working while pregnant: How your coworkers see you. Paper presented at the meeting of the Midwestern Psychological Association, Chicago.
- Grant, K.E., Compas, B.E., Stuhlmacher, A.F., Thurm, A.E., McMahon, S., Halpert, J.A., Gipson, P., & Campbell, A. (2003, May). Meta-analysis of family processes as mediators of the relation between poverty and child/adolescent psychopathology. Paper presented at the meeting of the Midwestern Psychological Association, Chicago.
- Tracy, R.J., Patterson, B.G., & Halpert, J.A. (2003, May). A truth-based approach for identifying the best and worst proverbs. Paper presented at the meeting of the

Midwestern Psychological Association, Chicago.

Halpert, J.A., & Stuhlmacher, A.F. (2004, April). Teaching Institute: Industrial/Organizational Psychology in the high school curriculum. Workshop presented at the meeting of the Society for Industrial/Organizational Psychology, Chicago.

Hausknecht, J.P., Halpert, J.A., Harder, B., Kuljanin, G., & Moriarty, M. (2005, April). Issues in repeated testing: Test attitudes and applicant reactions. Paper presented at the meeting of the Society for Industrial/Organizational Psychology, Los Angeles.

Halpert, J.A. (2005, April). I/O psychology at the bachelor's degree level: effective education for most of our students. Paper presented at the meeting of the Society for Industrial/Organizational Psychology, Los Angeles.

Halpert, J.A., Gerjerts, K.G., Miller, L., Fritts, T., & Hausknecht, J.P. (2007, April). Antecedents and outcomes of selection practice effects. Paper presented at the meeting of the Society for Industrial/Organizational Psychology, New York.

Sidle, S.D., Barnes-Farrell, J.L., Baltes, B.B., Halpert, J.A., & Huelsman, T.J. (2007, April). To PhD or not to PhD. Panel discussion presented at the meeting of the Society for Industrial/Organizational Psychology, New York.

Halpert, J.A., Gerjerts, K.G., Miller, L., Lukasik, M., & Fritts, T. (2008, April). Personality tests used for selection: Practice effects. Paper presented at the meeting of the Society for Industrial/Organizational Psychology, San Francisco.

Halpert, J.A., Stuhlmacher, A., Crenshaw, J., Litcher, C., Bortel, R. (2008, April). Paths to negotiation success. Poster presented at the meeting of the Society for Industrial/Organizational Psychology, San Francisco.

Rudolph, C., Halpert, J., & Wynne, K. (2009, April). I don't like where you're from: Evaluations of Arabic applicants. Poster accepted for presentation at the meeting of the Society for Industrial/Organizational Psychology, New Orleans.

PRESENTATIONS (non-refereed)

Whalen, D.J., Nitterhouse, D., and Halpert, J.A. (1994, November). The Kemper Foundation Project: Vision Quest and business ethics. Paper presented at the conference on Teaching and Training Business Ethics in the 90's and Beyond: Issues, Strategies and Tactics, Chicago

Halpert, J. (1997, October). Diocesan funding in the Episcopal Church. Paper presented at Grantees' Conference, Lilly Endowment, Indianapolis.

Halpert, J.A. (2001, May). Members and employees: Organizational commitment among clergy.

Paper presented at the symposium *Reinventing human resources: Adjusting to the changing economy*, DePaul University MSHR Program, Chicago.

EXTERNAL GRANTS

Diocesan Funding in the Episcopal Church. Lilly Endowment Grant #940374, September 1, 1994 - August 31, 1996, \$99,924. Principal Investigator

Kemper Foundation: Development and Testing of an Ethical Decision-Making Simulation Experience. 1992, \$10,000. Co-Principal Investigator

Minority Predoctoral Fellowship Program. National Heart, Lung, and Blood Institute, National Institutes of Health, Fellowship # HL08815-02, August 31, 1995 - August 30, 1997. \$52,542. Principal Investigator

INTERNAL GRANTS

1989	Quality of Instruction Council, ICPSR Workshop	\$1,600
1990	Summer Faculty Research and Development Grant	\$4,000
2007	Quality of Instruction Council, Departmental Initiative Grant, Software for Departmental Research.	\$7,500
2009	Research Leave for Spring Quarter, 2009.	

AWARDS AND RECOGNITIONS

1997 Nominated for DePaul Excellence in Teaching Award
1998 Nominated for DePaul Excellence in Teaching Award
2008 Nominated for DePaul Excellence in Teaching Award
2008 Nominated for Society for Industrial-Organizational Psychology Distinguished Teaching Award

MEMBERSHIPS

American Psychological Association
Society for Industrial and Organizational Psychology
Academy of Management
Midwestern Psychological Association
Chicago Industrial/Organizational Psychologists

REVIEWER

Journal of Business Ethics
American Educational Research Journal
Journal of Experimental Social Psychology
Academy of Management (Conference)
Society for Industrial and Organizational Psychology (Conference)
Midwestern Psychological Association (Conference)

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