

## **RONI REITER-PALMON**

### **Background information:**

Office Address: Department of Psychology  
University of Nebraska at Omaha  
Omaha, NE 68182

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Home Address: 6658 S. 85th Ave.  
Omaha, NE 68127

### **Educational Institutes Attended:**

1984-1987 Tel-Aviv University  
Tel-Aviv ISRAEL  
Degree: B.A. with Honors in Psychology and Sociology

1987-1989 Graduate course work at Georgia Institute of Technology  
Atlanta, GA  
Advisor: Dr. Mumford

1989-1991 George Mason University  
Fairfax, VA 22030  
M.A. in Industrial/Organizational Psychology

1991-1993 George Mason University  
Fairfax, VA 22030  
Ph.D. in Industrial/Organizational Psychology

### **Professional Affiliations and Memberships:**

American Psychological Association - Fellow (Divisions 8 - Personality and Social Psychology,  
10 - Psychology and the Arts, 14 - Society for Industrial/Organizational Psychologists)  
American Psychological Society  
Academy of Management (Research Methods, Human Resources, Organizational Behavior,  
Managerial and Organizational Cognition, Network of Leadership Scholars)  
Midwestern Psychological Association

### **Professional Committees and Positions**

APA division 10 – secretary (2012-2015)  
APA division 14 – scientific affairs committee (2014-2015)  
Vice President – Association, INGRoup (2016-present)

### **Editorial Responsibilities:**

Editor:

The Psychology of Aesthetics, Creativity, and the Arts (2012-present)

Associate Editor:

Journal of Creative Behavior (2009-2015)

European Journal of Work and Organizational Psychology (2014-present)

Book Editor:

Team Creativity, under contract, Oxford University Press

Handbook of Personality and Creativity, with Greg Feist and James Kaufman, Cambridge Press

Editorial Board:

Business Creativity and the Creative Economy (2014-present)

International Journal of Creativity and Problem Solving (2009-present)

Journal of Business and Psychology (2011-present)

Journal of Leadership and Organizational Science (2010-present)

Journal of Organizational Behavior (2007-present)

Journal of Occupational and Organizational Psychology (2016-present)

Leadership Quarterly (2011-present)

Psychology of Popular Media Culture (2011-present)

Journal of Creative Behavior (2008-2009)

Psychology of Aesthetics, Creativity, and the Arts (2008-2012)

Guest Editor:

Human Resources Management Review

Psychology of Aesthetics, Creativity, and the Arts

Special Issue Editorial Board:

Communications of the Association for Information Systems

Book Editorial Advisory Board

Technology for Creativity and Innovation: Tools, Techniques, and Applications

Research Frontiers in Creativity

The Science of Meetings

Journal Reviewer:

Creativity Research Journal

Human Performance

Human Resources Management Review

Group and Organizational Management

International Journal of Creativity and Problem Solving

Journal of Applied Psychology

Journal of Association of Information Systems

Journal of Business and Psychology

Journal of Creative Behavior

Journal of Experimental Psychology: Applied

Journal of Happiness Studies

Journal of Management

Journal of Occupational and Organizational Psychology

Journal of Oncology Practice

Journal of Organizational Behavior

Learning and Individual Differences

Military Psychology

Organizational Research Methods

Perspectives on Psychological Science

Psychological Assessment

Psychology of Aesthetics, Creativity, and the Arts

Social Cognition

Small Group Research

Transactions of the Nebraska Academy of Sciences

The Leadership Quarterly

Book Reviewer:

Elsevier

Oxford University Press

Cambridge University Press

Stanford University Press

Meeting Reviewer:

American Psychological Association (2011-2013 – Div. 10, creativity; 1993-2015 Div. 14, I/O)  
Academy of Management (1996-2015 conferences: Careers Division, Managerial and Organizational Cognition Division, Research Methods Division, Organizational Behavior Division, Human Resources Division)  
EMONET Conference (2002, 2004, 2006, 2008 conferences)  
European Academy of Management (2007 conference)  
First Biennial Biodata Conference (1996)  
Gallup Leadership Institute Conference (2006)  
Midwest Academy of Management (1996, 2000, 2011 conferences)  
SIOP (1996-2015 conferences)  
Southern Management Association (1995, 1996 conferences)

Meeting Coordinator

HICSS minitrack chair 2009-2014  
Group Decision and Negotiation Program Committee 2010

Program Chair

INGroup conference program chair, 2015

Proposal reviewer

French National Research Agency  
Austrian Science Fund  
Swiss Science Fund

**Corporate Boards:**

SkillsNET – Technical Advisory Board  
Terracom – Advisory Board

**Non-Profit Boards**

Beth El, Omaha – Executive Board (2009-2014)  
KANEKO, Omaha – Creative Board (2006-present)

## **Awards and Honors:**

UNO Award for Distinguished Research and Creative Activity (ADROCA), 2014  
College of Arts and Sciences, University of Nebraska at Omaha, Excellence in Research Award, 2013  
APA Fellow, Division 10, 2011  
Best Reviewer recognition award, Midwest Academy of Management, 2011.  
Graduate Mentor Award, University of Nebraska at Omaha, 2007  
IOPSA George Mason University Distinguished Alumni Award, 2004.  
Recognition for one of the best posters submitted to the APS conference, 1998 “The relationship between conscientiousness and creativity”.  
Recognition for one of the best posters submitted to the APS conference, 1998 “Emotional and social intelligence: Predicting leadership”.  
Best reviewer recognition award - Academy of Management, Careers Division, 1997.

## Work Experience:

8/06-present	Professor Department of Psychology, University of Nebraska at Omaha
8/16-present	Director Center for Collaboration Science, University of Nebraska at Omaha
8/14-present	Varner Professorship
7/06-8/16	Director of Innovation Center for Collaboration Science, University of Nebraska at Omaha
1/00-present	Director I/O Psychology program Department of Psychology, University of Nebraska at Omaha
9/07-9/13	Isaacson Professorship
8/99 – 8/06	Associate Professor Department of Psychology, University of Nebraska at Omaha
8/93-8/99	Assistant Professor Department of Psychology, University of Nebraska at Omaha
2/93-8/93	GE Project - Project manager George Mason University
8/89-2/93	GE Project - Research assistant George Mason University Supervisor: Michael D. Mumford
8/90-5/91	Army Leadership Project - Research assistant George Mason University Supervisor: Michael D. Mumford
12/89-6/90	Internship in Job Analysis - Research associate University Research Corporation Supervisor: Mark Schemer
9/88-6/89	Research assistant in Cognitive Aging Georgia Institute of Technology Supervisor: Anderson Smith

9/87-9/88            Research assistant in Cognitive Aging  
Georgia Institute of Technology  
Supervisor: Timothy Salthouse

10/86-8/87           Research assistant at the Unit of the Psychology of Adulthood  
and Aging  
Tel-Aviv University, ISRAEL  
Supervisor: Jacob Lomranz

**Other Affiliations**

Professor, College of Business Administration, University of Nebraska at Omaha  
Professor, Nathan and Hannah Schwalb Center for Israel and Jewish Studies, University  
of Nebraska at Omaha  
Professor, Center for Innovative Leadership, University of Nebraska, Lincoln

## Consulting Activities:

4/10-present	Aptima, Inc. – on going consulting for development of cross cultural training
6/09-present	SilverStone Consulting – research methodology and statistical design
3/08-3/09	Bellevue Medical Center – Identifying job and personnel requirements for a new hospital
6/08-11/08	College of Nursing, University of Nebraska Medical Center – Developing certification tests for Hemophilia treatment
6/07-12/07	Douglas County Corrections – Development of structured interview and knowledge promotional exam
5/04-8/07	NE Department of Correctional Services - Evaluation of exit interviews, conducting exit interviews, identifying why people leave the organization.
5/04 -8/07	NE Department of Correctional Services - Job analysis of 3 entry level positions, evaluation of current selection system.
11/02-4/07	Union Pacific, Omaha, NE - Evaluation of content validity for promotion exams.
5/02-8/07	SkillsNET, Waxahachie, TX– Development and application of a job analysis program for use in the US Navy
11/02-4/03	SkilleNET, Waxahachie, TX, Deloitte Consulting, and click2learn - Applied Learning Center Pilot Project for the United States General Services Administration, item development for competencies and job requirements.
8/01-3/02	City of Omaha - Validation of tests for Fire Fighters
5/01-8/01	Union Pacific, Omaha - Understanding why people leave, analysis of exit interviews.
5/98-10/99	Lucent Technologies, Omaha - Identification of organizational barriers to creativity.
6/98-7/98	Evaluation of fairness and validity of promotion test used by the Omaha Police for selection of police chief.
4/97-6/97	Review of measures of responsibility, work ethic and integrity for use in a small business.
11/96-2/97	First Data Resources - Statistical consultation and creation of performance appraisal measure (contracted through Career Designs, Inc.)
5/96-6/96	Lincoln Firefighter Union - Evaluation of the application of economic variables to wage adjustment
3/94-8/94	Immigration and Naturalization Services, Omaha - Organizational change interventions



## **Grants and Contracts:**

Problem definition: The first step in creative problem solving  
Funded by the University Committee on Research (1994), UNO, \$7,750  
Principal Investigator - Roni Reiter-Palmon

Creativity and personality: The role of conscientiousness  
Funded by the University Committee on Research (1996), UNO, \$1,815  
Principal Investigator - Roni Reiter-Palmon

Conducting job analysis and developing and automated IDPs for the USDA  
Funded by SkillsNET and USDA/Dept. Of Agriculture (1997-1998), \$55,000  
Principal Investigator - Roni Reiter-Palmon

Development and maintenance of a national skills database  
Funded by SkillsNET (1998-2001), \$85,500  
Principal investigator - Roni Reiter-Palmon

Applying the Positive Psychology framework to Organizational Psychology  
Funded by Nebraska EPSCoR (NSF), 2003, \$1,306  
Principal investigator - Roni Reiter-Palmon

Evaluation of exit interview data and development of a selection system for correction workers.  
Funded by the Nebraska Department of Corrections (2004-2007), \$170,325  
Principal Investigator - Roni Reiter-Palmon

Development of skill standards for U.S. Navy officers  
Funded by SkillsNET (2004-2007), \$333,547  
Principal Investigator - Roni Reiter-Palmon

Developing the Institute for Collaboration Science  
Funded by NU Foundation and Information Technology (2006-2008), \$350,000  
Principal Investigators – GJ de Vreede, Roni Reiter-Palmon, Bob Briggs

Graduate Assistantship in I/O Psychology  
Funded by SilverStone Consulting (2006-2007), \$16,945  
Principal Investigator - Roni Reiter-Palmon

Developing a structured interview and promotional knowledge test  
Funded by Douglas County Corrections (2007), \$9,041  
Principal Investigator - Roni Reiter-Palmon

Evaluation of current selection system for DSMi  
Funded by DSMi (2007), \$3,800  
Principle Investigator - Roni Reiter-Palmon

BattleSpace ActionCenters  
Funded by Air Force Office of Scientific Research (2008-2010), \$3,487,820  
Principal Investigators – Bob Briggs, GJ de Vreede, Roni Reiter-Palmon

Developing computer based training for cross-cultural encounters  
Funded by Aptima (2008-2010), \$35,000  
Principal Investigator – Roni Reiter-Palmon

Training Military Advisors for Cross Cultural Assignments  
Funded by Aptima (2008-2009), \$40,000  
Principal Investigator – Roni Reiter-Palmon

Survey and measurement development for collaboration for Strategic Multi Layer  
Assessment exercise  
Funded by Booz Allen Hamilton (2009-2010), \$196,500  
Principle Investigators – Roni Reiter-Palmon, Bob Briggs

Job Task and Competency Analysis for information security (NBISE)  
Funded by DTSE (2010-2011), \$25,179  
Principle Investigators – Roni Reiter-Palmon, Bob Briggs

Smart Grid Cyber Specialist: Job, Task and Competency Analysis and Critical Incident  
Analysis  
Funded by DTSE (2011-2012), \$100,000  
Principle Investigators – Roni Reiter-Palmon, Bob Briggs

Creativity in Teams  
Funded by UNO (2011-2012), \$26,000  
Principle Investigators – Roni Reiter-Palmon, GJ de Vreede

CAPTURE Falls – using collaboration to reduce patient falls  
Funded by AHRQ (2012-2015), \$602,554  
Principle Investigators – Katherine Jones, Roni Reiter-Palmon

Crowdsourcing data analytics  
Funded by MindMixer (2012-2014), \$156,469  
Principle Investigators – GJ de Vreede, Roni Reiter-Palmon

Using Crowdlearning for Leadership Development in Rural Communities  
Funded by the Rural Futures Institute (2013-2015), \$142,500  
Principle Investigators, Roni Reiter-Palmon, Gina Ligon, Douglas Derrick, Lynn Harland, GJ de Vreede and Susan Jensen

Drivers of Employee Engagement  
Funded by Black Hills Corporation, 2013 (\$32,531)  
Principle Investigator, Roni Reiter-Palmon

Managing Sustained Online Engagement to Solve Community Problems: An Exploration of Virtual Town Hall Meeting Systems  
Funded by National Science Foundation, 2013-2016 (\$360,304)  
Principle Investigators: GJ de Vreede, Roni Reiter-Palmon, and Douglas Derrick

Implementing a Program of Patient Safety in Small Rural Hospitals  
Funded by NE DHHS, 2014 (\$99,734)  
Principle Investigators: Joseph Allen, Roni Reiter-Palmon

Enhancing Firefighter Safety Via Crew-Level After-Action Reviews: Investigation of Decision to Hold After-Action Reviews  
Funded by UNO, 2014-2015 (\$35,000)  
Principle Investigators: Joseph Allen, Roni Reiter-Palmon

Pre-Design Needs Assessment for Do Space  
Funded by Community Information Trust 2015 (\$26,250)  
Principle Investigators: Joseph Allen, Roni Reiter-Palmon

Two year program evaluation for Do Space  
Funded by Community Information Trust 2015-2017(\$149,220)  
Principle Investigators: Joseph Allen, Roni Reiter-Palmon

Follower-Leader Identity Integration: Conceptualization, Instrument Validation, and Leader Development  
Funded by Army Research Institute 2015-2018 (\$849,833)  
Principle Investigators: Tom Sy, Roni Reiter-Palmon

Workflow Design Study for Pottowattamie County  
Funded by: Pottowattamie County, 2015-2016 (\$86,954)  
Principle Investigators: Roni Reiter-Palmon, Joseph Allen

Career Ladder in Reading and Science Improvement Site Visits, Observations, and Interviews  
Funded by: Education Northwest, 2016 (\$7,758)  
Principle Investigators: Joseph Allen, Roni Reiter-Palmon

Producing evidence: Coordination within multiteam system makes healthcare safer  
Funded by: AHRQ 2016-2017 (\$91,468)  
Principle Investigators: Katherine Jones, Joseph Allen, Roni Reiter-Palmon

**Research and Teaching Interests:**

Individual differences	Personality and personality development in adulthood
Background data	Personnel selection
Leadership	Correlation and regression
Creativity and Innovation	Measurement methodology
Teams and groups	Collaboration

**Teaching:**

**Undergraduate Courses:**

Introduction to industrial/organizational psychology  
Personnel psychology  
Life span developmental psychology  
Educational and psychological testing  
Creativity and innovation in organizations

**Graduate Courses:**

Research methods in I/O  
Leadership theories and research  
Correlation and regression  
Personnel selection  
Educational and psychological testing  
Biodata  
Personnel psychology  
Personality  
Creativity and innovation in organizations

## Theses:

Arreola, N.	Personality and Problem Construction
Ashley, G.	Objective Self Awareness: Validation of a New Measure
Bousman, L.	Rationally scaled biodata and personality measurement: Similarities and differences.
Collins, V.	Computerized problem solving in groups
de Vreede, T.	Shared mental models, information sharing, and creativity in teams
Ferrante, L.	Problem Construction and Solution Creativity: Does Experience Matter?
Haley, E.	Does 360 degree feedback work? A longitudinal study.
Harms, M.	The Effects of Problem Construction and Information Search on Creative Problem Solving
Harris, D.	Malevolent creativity and implicit aggression
Hepperlen, M.	A field study examining Leader Member Exchange: Challenging the universally positive conceptualization of LMX
Hullsiek, B.	Situational ambiguity and tolerance for ambiguity: Effects on creativity
Illies, J.	Information search and creativity: The role of need for cognition and personal involvement
Kennel, V.	Regulatory focus, team processes, and team creativity
Koch, D.	Social intelligence and problem construction in leaders
Kobe, L.	Stress and tolerance for stress and their influence on creative problem solving
Robinson, E.	The effect of discrete affect on specific cognitive processes in creative problem solving
Royston, R.	The relationship between Big-C, little-c, and Pro-c Creativity and Fixed and Malleable Creative Mindsets
Sands, S.	Team Psychological Safety and Information Exchange in Virtual Leadership Development
Young, M.	The effect of values, conscientiousness, and self-efficacy on ethical decision-making
Wigert, B.	Instructions for problem construction: Effects on creativity
Zongrone, B.	“Talk It Out”: The Effects of Communication Environment and Problem Construction on Team Creative Problem-Solving

## Dissertations:

- Arreola, N. The Moderating Role of Job Required Creativity on the relationship between Employee Creativity and Customer Satisfaction in a Call center Environment
- Ashley, G. Self awareness and leadership development
- Bousman, L. Maladaptive vs. Adaptive perfectionism in the workplace
- Collins, V. Emotional Intelligence and leader performance
- de Vreede Crowdsourcing engagement: The role of interest, goal clarity, feedback and self efficacy
- Harris, D. Destructive leadership and destructive organizations: effects of ethical decision making
- Hepperlen, M. Leader member exchange (LMX) or fulfillment? The role of basic psychological needs in LMX relationships
- Herman, A. Regulatory focus and creative problem solving processes
- Hornberg, J. Personality and creativity: Is the relationship between the big 5 personality variables and creativity dependent on measurement?
- Illies, J. Exploring the problem-solving and decision-making activities of leaders: A values perspective
- James, J. The relationship between personality and job performance using cluster analysis
- Kennel, V. A mixed-methods analysis of leadership and interdisciplinary teamwork in the adoption and implementation of organizational innovation to improve patient safety
- McFeely S. The Effects of Paradoxical and Convergent Thinking during Problem Construction on Creative Problem Solving
- Kobe, L. Computer-based creativity training: Training the creative process
- Robinson-Morrall, E. Transformational leadership, positive affect, and regulatory focus effects on creative problem solving
- Susa, T. The relationship between humor and organizational culture: Lifting organizational barriers to creativity
- Young Illies, M. The effects of demographic and value similarity on mentoring outcomes
- Yurkovich, J. Problem construction and the automatic pursuit of creative goals
- Wigert, B. Convergent and divergent process in problem construction and their effect of creativity

## Publications:

\* indicates student co-author

1. Hornberg, J. & Reiter-Palmon, R. (in press). Creativity and the Big Five personality traits: Is the relationship dependent on the creativity measure? In G. Feist, R. Reiter-Palmon, & J. Kaufman (Eds.), *Handbook of Personality and Creativity*. Cambridge Press.
2. Feist, G., Reiter-Palmon, R., & Kaufman, J. (in press). The personal side of creativity: Individual differences and the creative process. In G. Feist, R. Reiter-Palmon, & J. Kaufman (Eds.), *Handbook of Personality and Creativity*. Cambridge Press.
3. O'Rourke, P., Kaufman, J. C., Feist, G., & Reiter-Palmon, R. (in press). Creativity and personality research: Themes and future directions. In G. Feist, R. Reiter-Palmon & J. Kaufman (Eds.), *Handbook of Personality and Creativity*. Cambridge Press.
4. Hass, R. W., Reiter-Palmon, R., Katz-Buonincontro, J. (in press). Domain-specificity, implicit theories, and creative mindsets. In M. Karwowski and J. C. Kaufman (Eds.), *Creativity and the Self*. Academic Press.
5. Reiter-Palmon, R., & Royston\*, R. (in press). Leading for creativity: How leaders manage creative teams. To appear in M. D. Mumford and S. Hemlin (Eds.), *Handbook of Creative Leadership*
6. Kennel, V., Jones, K., & Reiter-Palmon, R. (in press). Team innovation in healthcare. In R. Reiter-Palmon (Ed.), *Team Creativity*. Oxford Press.
7. Harms\*, M., Kennel\*, V., & Reiter-Palmon, R. (in press). Cognitive processes in teams and team creativity. In R. Reiter-Palmon (Ed.), *Team Creativity*. Oxford Press.
8. Royston, R.\* & Reiter-Palmon, R. (2017). Leadership and creativity: What leaders can do to facilitate creativity in organizations. In J. Plucker (Ed.), *Creativity and innovation: Current understandings and debates* (pp 247-267). Prufrock Press
9. Prange\*, K., Allen, J. A., & Reiter-Palmon, R. (2016). Collective impact versus collaboration: Sides of the same coin OR different phenomenon? *Metropolitan Universities Journal*.
10. Arreola\*, N., & Reiter-Palmon, R. (2016). The effect of problem construction creativity on solution creativity across multiple real-world problems. *Psychology of Aesthetics, Creativity, and the Arts*, 10, 287-295.



## Publications (continued)

11. Nguyen, C., Tahmasbi, N., de Vreede, G.J., de Vreede, T., Oh O., & Reiter-Palmon, R. (2016). A definition of community crowdsourcing engagement and applications. In F.D'Ascenzio, M. Magni, A. Lazazzara, & S. Za (Eds). *Blurring the Boundaries through Digital Innovation* (pp. 283-296). Springer
12. Reiter-Palmon, R. (2015). Minding the gap: Problem construction and ill-defined problems. In A. B. Kaufman & J. C. Kaufman (Eds.), *Animal cognition and creativity*, (pp.314-317). Academic Press.
13. Kaufman, J. C., Reiter-Palmon, R., & Royston\*, R. (2015). What we want impacts how we create: Creativity, motivation, and goals. To appear in R. Wegerif, L. Li, & J. C. Kaufman (Eds.), *The Routledge international handbook of research on teaching thinking* (pp. 181-190). London: Routledge.
14. Reiter-Palmon, & Arreola\*, N. J. (2015). Does generating multiple ideas lead to increased creativity? A comparison of generating one idea vs. many. *Creativity Research Journal*, 27, 1040-1049.
15. Harris\*, D. J., & Reiter-Palmon, R. (2015). Fast and furious: The influence of implicit aggression, premeditation, and provoking situations on malevolent creativity. *Psychology of Aesthetics, Creativity, and the Arts*, 9, 54-64.
16. Reiter-Palmon, R., Kennel\*, V., Allen, J. A., Jones, K., & Skinner, A. (2015). Naturalistic decision making in After-Action Review meetings: The implementation of and learning from post-fall huddles. *Journal of Occupational and Organizational Psychology*, 88, 322-340.
17. Reiter-Palmon, R., & Sands\*, S. (2015). Creativity and meetings: Do team meetings facilitate or hinder creative team performance? In Allen, J. A., Lehmann-Willenbrock, N., & Rogelberg, S. G. (Eds.), *The Cambridge Handbook of The Science of Workplace Meetings*. New York, NY: Cambridge University Press.
18. Reiter-Palmon (2014). Can we really have an integrative theory of creativity? The case of creative cognition. *Creativity: Theories, Research, Applications*, 1, 256-260.
19. Harris\*, D., Reiter-Palmon, R., & Ligon, G. (2014). Construction or demolition: Does problem construction influence the ethicality of creativity? In J. Kaufman and S. Moran (Eds.), *The Ethics of Creativity*, (pp. 170-186). Palgrave Macmillan
20. Vreede, G.J. de, Wigert\*, B., Vreede\*, T. de, Oh, O., Reiter-Palmon, R., & Briggs, R.O. (2014). Supporting problem solving and decision making in teams with information technology. In H. Topi, (Ed). *Computing Handbook Set – Information Systems and Information Technology* (Volume 2). Chapman & Hall/CRC Press.

## Publications (continued)

21. Carmeli, A., Sheaffer, Z., Binyamin, G., Reiter-Palmon, R., & Sihmoni, T. (2014). Transformational leadership and creative problem solving: The mediating role of psychological safety and reflexivity. *Journal of Creative Behavior*, 48, 115-135.
22. Reiter-Palmon, R., & Tinio, P. (2014). Pipeline revisions: A call for change. *Psychology of Aesthetics, Creativity and the Arts*, 8, 13-15.
23. Reiter-Palmon, R., Beghetto, R., & Kaufman, J. C. (2014). Looking at creativity through the Business-Psychology-Education (BPE) lens: The challenge and benefits of listening to each other. In E. Shiu (Ed.), *Creativity Research: An Interdisciplinary and Multidisciplinary Research Handbook* (pp. 9-30). Routledge.
24. Kaufman, J., Baer, J., Cropely, D., Reiter-Palmon, R., & Sinnott\*, S. (2013). Furious activity vs. understanding: How much expertise is needed to evaluate creative work? *Psychology of Aesthetics, Creativity and the Arts*, 7, 332-341.
25. Harris\*, D. J., Reiter-Palmon, R., & Kaufman, J. C. (2013). The effect of emotional intelligence and task type on malevolent creativity. *Psychology of Aesthetics, Creativity and the Arts*, 7, 237-244.
26. Morral-Robinson\*, E., & Reiter-Palmon, R. (2013). The interactive effects of self-perceptions and job requirements on creative problem solving. *Journal of Creative Behavior*, 47, 200-214.
27. Reiter-Palmon, R., de Vreede\*, T., & de Vreede, G. J. (2013). Leading creative interdisciplinary teams: Challenges and solutions. In S. Hemlin, C. M. Allwood, B. Martin, and M. D. Mumford (Eds.), *Creativity and Leadership in Science, Technology and Innovation* (pp. 240-267). New York: Routledge.
28. Jones, K. J., Skinner, A. M., High, R., & Reiter-Palmon, R. (2013). A theory-driven, longitudinal evaluation of the impact of team training on safety culture in 24 hospitals. *BMJ Quality and Safety*, 22, 394-404. Selected as editor's choice for this issue
29. Murphy, M., Runco, M. A., Acar, S., & Reiter-Palmon, R. (2013). Reanalysis of genetic data and rethinking dopamine's relationship with creativity. *Creativity Research Journal*, 25, 147-148.
30. Carmeli, A., Gelbard, R., & Reiter-Palmon, R. (2013). Leadership, creative problem solving capacity, and creative performance: The importance of knowledge sharing. *Human Resource Management*, 52, 95-122.

## Publications (continued)

31. De Vreede, T., Nguyen, C., de Vreede, G.J., Boughzala, I., Oh, O., & Reiter-Palmon, R. (2013). A theoretical model of user engagement in crowdsourcing. In P. Antunes, M.A. Gerosa, A. Sylvester, J. Vassileva, G. deVreede (Eds.), *Collaboration and Technology* (pp. 94-109). Springer.
32. Ashley\*, G., & Reiter-Palmon, R. (2012). Self-awareness and the evolution of leaders: The need for a better measure of self-awareness. *Journal of Behavioral and Applied Management*, 14, 2-17.
33. Sandall, D.L., Henderson, J., Brown, M., Reiter-Palmon, R., & Homan, S. R. (2012). A comprehensive, interactive, web-based approach to work analysis: The SkillsNET methodology. *Handbook of Work Analysis: Methods, Systems, Applications and Science of Work Measurement in Organizations* (pp. 527-550). NY: Routledge.
34. Reiter-Palmon, R., Robinson\*, E., Kaufman, J., & Santo, J. (2012). Evaluation of self-perceptions of creativity: Is it a useful criterion. *Creativity research Journal*, 24, 107-114.
35. Wigert\*, B., Reiter-Palmon, R., Kaufman, J. C., & Silvia, P. J. (2012). Perfectionism: The good, the bad, and the creative. *Journal of Research on Personality*, 46, 775-779.
36. Silvia, P. J., Wigert\*, B., Reiter-Palmon, R., & Kaufman, J. C. (2012). Assessing creativity with self-report scales: A review and empirical evaluation. *The Psychology of Aesthetics, Creativity, and the Arts*, 6, 19-34.
37. Vreede\*, T. de, Boughzala, I., Vreede, G.J. de, & Reiter-Palmon, R. (2012). A model and exploratory field study on team creativity. *Proceedings of the 45<sup>th</sup> Hawaiian International Conference on System Science*. Los Alamitos: IEEE Computer Society Press.
38. Vreede\*, T. de, Vreede, G.J. de, Ashley, G., & Reiter-Palmon, R. (2012). Exploring the effects of personality on collaboration technology transition. *Proceedings of the 45<sup>th</sup> Hawaiian International Conference on System Science*. Los Alamitos: IEEE Computer Society Press.
39. Runco, M. A., Noble E. P., Reiter-Palmon, R., Acar, S., Ritchie, T., & Yukovich\*, J. M. (2011). The genetic basis of creativity and ideational fluency. *Creativity research Journal*, 23, 376-380.
40. Winterstein, B. P., Silvia, P. J., Kwapil, T. R., Kaufman, J., Reiter-Palmon, R., & Wigert\*, B. (2011). Brief assessment of Schizotypy: Developing short forms of the Wisconsin Schizotypy Scales. *Personality and Individual Differences*, 51, 920-924.

## Publications (continued)

41. Reiter-Palmon, R., Wigert\*, B., & de Vreede\*, T. (2011). Team creativity and innovation: The effect of team composition, social processes and cognition. *Handbook of Organizational Creativity* (pp. 295-326). Academic Press
42. Silvia, P. J., Kaufman, J. C., Reiter-Palmon, R., & Wigert\*, B. (2011). Cantankerous creativity: Honesty-Humility, Agreeableness, and the HEXACO structure of creative achievement. *Personality and Individual Differences*, *51*, 687-689
43. Reiter-Palmon, R. (2011). Problem finding. In M. A. Runco & S. R. Pritzker (Eds.), *Encyclopedia of Creativity 2<sup>nd</sup> Edition*, Vol. 2 pp. 250-253. San Diego, CA: Academic Press.
44. Herman\*, A., & Reiter-Palmon, R. (2011). The effect of regulatory focus on idea generation and idea evaluation. *The Psychology of Aesthetics, Creativity, and the Arts*, *5*, 13-21.
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47. Wiener, R. L., Reiter-Palmon, R., Winter, R. J., Richter, E., Humke, A. & Maeder, E. (2010). Complainant behavioral tone, ambivalent sexism and perceptions of sexual harassment. *Psychology, Public Policy, and Law*, *16*, 56-84.
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50. Reiter-Palmon, R., Illies\*, J. J., & Kobe\*, L. M (2009). Conscientiousness is not always a good predictor of performance: The case of creativity. *International Journal of Creativity and Problem Solving*, *19*, 27-46.
51. Ashley\*, G., & Reiter-Palmon, R. (2009). Book Review: Creative leadership: Skills that drive change. *Psychology of Aesthetics, Creativity, and the Arts*, *3*, 124-125.
52. Reiter-Palmon, R. (2009). A dialectic perspective on problem identification and construction. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *2*, 349-352.

## Publications (continued)

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54. Reiter-Palmon, R., & Robinson\*, E. J. (2009). Problem identification and construction: What do we know, what is the future? *The Psychology of Aesthetics, Creativity, and the Arts*, 3, 43-47.
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56. Illies\*, J. J., & Reiter-Palmon, R. (2008). Responding destructively to leadership situations: The role of personal values and problem construction. *The Journal of Business Ethics*, 82, 251-272.
57. Reiter-Palmon, R., Wiener, R. L., Ashley\*, G., Winter, R., Smith\*, R., Richter, E., & Humke, A. (2008). The effects of empathy in judgments of sexual harassment complaints. In W. J., Zerbe, C. E. J., Harterl, and, N. M. Ashkanasy (Eds.), *Research on Emotion in Organizations: Emotions, Ethics, and Decision-Making* (vol. 4, pp. 285-310), United Kingdom: Emerald Publishing.
58. Reiter-Palmon, R., Herman\*, A.E., & Yammarino, F. (2008). Creativity and cognitive processes: A multi-level linkage between individual and team cognition. In M. D. Mumford, S. T. Hunter, and K. E. Bedell-Avers (Eds.), *Multi-level Issues in Creativity and Innovation*, (vol. 7, pp. 203-267). JAI Press.
59. Reiter-Palmon, R., Herman\*, A.E., & Yammarino, F. (2008). Beyond Cognitive Processes: Antecedents and Influences on team cognition. In M. D. Mumford, S. T. Hunter, and K. E. Bedell-Avers (Eds.), *Multi-level Issues in Creativity and Innovation*, (vol. 7, pp. 305-313). JAI Press.
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61. Reiter-Palmon, R., Herman\*, A., & Yurkovich\*, J. M. (2007). Innovation. *The Encyclopedia of Industrial and Organizational Psychology*. Thousand Oak, CA: Sage.
62. Reiter-Palmon, R., & Illies\*, J. J. (2007). Creativity at work. *The Encyclopedia of Industrial and Organizational Psychology*. Thousand Oak, CA: Sage.
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## Publications (continued)

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71. Shultz, K. S., Hofman, C. C., & Reiter-Palmon, R. (2005). Using archival data for I/O research: Advantages, pitfalls, sources, and examples. *The Industrial/Organizational Psychologist*, *42*, 31-37.
72. Illies\*, J. J., & Reiter-Palmon, R. (2004). Information search and creativity: The role of personal involvement. *Journal of Applied Social Psychology*, *34*, 1709-1729.
73. Reiter-Palmon, R., & Illies\*, J. J. (2004). Leadership and creativity: Understanding leadership from a creative problem-solving perspective. *Leadership Quarterly*, *15*, 55-77.
74. Wiener, R. L., & Reiter-Palmon, R. (2004). Prosecutorial misconduct in death penalty cases: The state may not suppress evidence that is material to guilt or punishment. *APA Monitor*, *June*, 87.
75. Butler\*, A. B., Scherer, L. L., & Reiter-Palmon, R. (2003). Effects of solution elicitation aids and need for cognition on solution generation for ill-structured problems. *Creativity Research Journal*, *15*, 235-244.

## Publications (continued)

76. Reiter-Palmon, R. (2003). Predicting leadership activities: The role of flexibility. *Individual Differences Research, 1*, 124-136.
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78. Reiter-Palmon, R. & Connelly, M. S. (2000). Item selection counts: A comparison of empirical key and rational scale validities in theory-based and non-theory-based item pools. *Journal of Applied Psychology, 85*, 143-151.
79. Mumford, M. D., Marks, M. A., Zaccaro, S. J., Connelly, M. S., & Reiter-Palmon, R. (2000). Development of leadership skills: Experience, timing, and growth. *Leadership Quarterly, 11*, 87-114.
80. Reiter-Palmon, R., Mumford, M. D., & Threlfall, V. K. (1998). Solving everyday problems creatively: The role of problem construction and personality type. *Creativity Research Journal, 11*, 187-197.
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82. Mumford, M.D., Whetzel, D.L., & Reiter-Palmon, R. (1997). Thinking creatively at work: Organization influences on creative problem solving. *Journal of Creative Behavior, 31*, 7-17.
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84. Reiter-Palmon, R. (1996). Background data factors revisited: The Stability of Owens' biodata factors after 25 years. *Proceedings to the First Biannual Biodata Conference*, 295-312.
85. Mumford, M. D., Reiter-Palmon, R., & Snell, A. M. (1994). Background data and development: Structural issues in the application of life history measures. In G. S. Stokes, M. D. Mumford, & W. A. Owens (Eds.), *Handbook of background data research: Theories, measures, and applications* (pp. 555-581). Palo Alto, CA: Consulting Psychologists Press.
86. Mumford, M. D., Snell, A. M. & Reiter-Palmon, R. (1994). Personality and background data: Life history and self concepts in an ecological system. In G.S. Stokes, M.D. Mumford, & W.A. Owens (Eds.), *Handbook of background data research: Theories, measures, and applications* (pp. 583-625). Palo Alto, CA: Consulting Psychologists Press.

## Publications (continued)

87. Mumford, M. D., Reiter-Palmon, R., & Redmond, M. R. (1994). Problem construction and cognition: Applying problem representations in ill-defined domains. In M. Runco (Ed.), *Problem finding, problem solving, and creativity* (pp. 3-39). Norwood, NJ: Ablex.
88. Mumford, M. D., Costanza, D. P., Threlfall, K. V., Baughman, W. A., & Reiter-Palmon, R. (1993). Personality variables and problem construction: An exploratory investigation. *Creativity Research Journal*, 6, 365-424.
89. Mumford, M. D., Mobley, M. I., Uhlman, C. E., Reiter-Palmon, R. & Doares, L. M. (1991). Process analytic models of creative capacities: A review and synthesis. *Creativity Research Journal*, 4, 91-122.
90. Salthouse, T. A., Babcock, R. L., Mitchell, D. R. D., Palmon, R. & Skovronek, E. (1990). Sources of individual differences in spatial visualization ability. *Intelligence*, 14, 187-230.
91. Salthouse, T. A., Legg, S., Palmon, R. & Mitchell, D. R. (1990). Memory factors in age related differences in simple reasoning. *Psychology and Aging*, 5, 9-15.
92. Salthouse, T. A., Mitchell, D. R. D. & Palmon, R. (1989). Memory and age differences in spatial manipulation ability. *Psychology and Aging*, 4, 480-486.
93. Reiter-Palmon, Robinson-Morrall, E., Wigert, B., Arreola, N., Hullsiek, B., & Crough D. (in preparation). Team cognition and creativity: The case of problem construction.
94. Kennel\*, V. & Reiter-Palmon, R. (under review). But, we thought that was a good solution? Accuracy in team creative evaluation and selection. *Small Group Research*
95. Wigert, B., & Reiter-Palmon, R. (under review – revised paper). The influence of problem construction goals and constraints on creativity. *Creativity and Innovation Management*
96. Young Illies, M., & Reiter-Palmon, R. (under review- revised paper). The effect of value similarity on mentoring relationships and outcomes. *Journal of Career Development*
97. Hu, W., Fan, R., Zhou, J., Jia, X, Harms\*, M., Reiter-Palmon, R., & Kaufman, J.C. (in preparation). The effect of group and individual brainstorming on scientific creativity of primary students.
98. Allen, J. A., Reiter-Palmon, Kennel\*, V., & Jones, J. (in preparation). Setting the safety Stage!: ideal safety norms precipitate good leader behaviors and outcomes in post-fall huddles.



**Publications** (continued)

99. Allen, J. A., Reiter-Palmon, R., Prange\*, K., Barber\*, E., & Shuffler, M. L. (in preparation). Leading After-Action Reviews among emergency responder teams: How leader behaviors impact proximal and distal outcomes.
100. Reiter-Palmon, R., Royston\*, R., & Robinson-Morrall, E. (in preparation). Goal orientation, transformational leadership and creativity
101. McFeely, S., Reiter-Palmon, R., Ligon, G. & Schoenbeck, M. (in preparation). Training non-experts to rate creativity: The effect of training materials and practice.
102. Royston, R., & Reiter-Palmon, R. (in preparation). Creative self-efficacy as mediator between creative mindsets and creative performance.
103. Sy, T., & Reiter-Palmon, R. (in preparation). Leadership-Followership Integration: A theoretical model of antecedents and consequences.

### **Presentations:**

1. Royston, R.P., & Reiter-Palmon, R. (2016, Aug). *Predicting creative performance: creative mindsets vs. creative self-efficacy*. Paper to be presented at the meeting of American Psychological Association, Denver, CO.
2. Hass, R. W., Katz-Buonincontro, J., & Reiter-Palmon, R. (2016, Aug). *Disentangling creative mindsets from creative self-efficacy and creative identity*. Paper to be presented at the meeting of American Psychological Association, Denver, CO
3. Hornberg, J. & Reiter-Palmon, R. (2016, Aug). *Task experience as a mediator in the relationship between task interest and creative solutions*. Paper presented at the American Psychological Association Conference, Denver, CO.
4. Royston, R. P., Reiter-Palmon, R., Allen, J. A., Harland, L., & Henebry, K. (2016, July). *Emergent leaders, team communication, and team performance*. Paper to be presented at the Eleventh Annual INGroup Conference, Helsinki, Finland.
5. Barber, E., Prange, K., Allen, J., & Reiter-Palmon, R. (2016, July). *Whether, When and How to Have After Action Reviews*. Paper to be presented at the Eleventh Annual INGroup Conference, Helsinki, Finland.
6. Reiter-Palmon, R. (2016, July). *Enhancing Fire Fighters Safety Through Shared Knowledge*. Paper to be presented at the Eleventh Annual INGroup Conference, Helsinki, Finland.
7. Ferrante, L. A., Royston, R. P., & Reiter-Palmon, R. (2016, May). *Complex relationships: Domain-specific creativity, intrinsic motivation, and self-efficacy*. Poster presented at the annual convention of the Association for Psychological Science, Chicago, IL.
8. Harms, M., & Reiter-Palmon, R. (2016, April). *Creative problem-solving in teams and individuals*. Poster presented at the 31<sup>st</sup> annual Society for Industrial/Organizational Psychology Meeting, Anaheim, CA.
9. McFeely, S. M., Reiter-Palmon, R., Ligon, G., & Schoenbeck, M. (2016, April). *Differential effects of creativity rater training on quality and originality*. Poster presented at the 31<sup>st</sup> annual Society for Industrial/Organizational Psychology Meeting, Anaheim, CA.
10. Kennel, V. L., Allen, J. A., Reiter-Palmon, R., & Jones, K. (2016, April). *Ideal safety norms precipitate good leader behaviors in post-fall huddles*. Poster presented at the 31<sup>st</sup> annual Society for Industrial/Organizational Psychology Meeting, Anaheim, CA.
11. Shuffler, M. L., Verhoeven, D. C., Savage, N. M., Cullen, K. L., DiazGranados, D., Reiter-Palmon, R., Rosen, M. A., & Wilson, S. (2016, April). *Bridging the gap: Challenges of leadership in healthcare*. Panel presented at the 31<sup>st</sup> annual Society for Industrial/Organizational Psychology Meeting, Anaheim, CA.

**Presentations:** (continued)

12. Katz-Buonincontro, J., Hass, R., Reiter-Palmon, R. (2016, April). *To create or not to create? That is the question-student beliefs about creativity*. Paper presented at American Education Research Association Annual Meeting Washington, D.C.
13. Reiter-Palmon, R. (2016, March). *Effective communication: Confronting and expressing opinions without offending*. Invited presentation, University of Nebraska Medical Center, Omaha, NE.
14. Reiter-Palmon, R. (2016, Feb.). *Trust and communication as critical variables of teamwork*. Paper presented at the Teams in Cancer Care Delivery Workshop, Phoenix, AZ.
15. Prange, K., Allen, J. A., & Reiter-Palmon, R. (2015, Oct.). *Collective Impact as a Form of Collaboration*. Paper presented at the Coalition for Urban and Metropolitan Universities Conference, Omaha, NE.
16. Reiter-Palmon, R. (2015, Oct.). *Using crowdsources for leadership development in rural communities*. Paper presented at the Rural Futures Institute Conference, Lincoln, NE.
17. Zongrone, B. M., Kennel, V., Reiter-Palmon, R., Kaufman, J. C., Silvia, P. J., & Royston, R. (2015, August). *The effects of proctoring and test administration method on creativity*. Poster presented at the 123rd American Psychological Association Annual Convention, Toronto, Ontario, Canada.
18. Reiter-Palmon, R., & Kaufman, J. C. (2015, Aug.). *Am I creative? Gender differences in creative self-perception*. Paper presented at the 123rd American Psychological Association Annual Convention, Toronto, Ontario, Canada.
19. Mitchell, K.S., Harms, M., & Reiter-Palmon, R. (2015, Aug). *The impact of tolerance for ambiguity on creativity*. Poster presented at the 123rd American Psychological Association meeting, Toronto, Canada.
20. Reiter-Palmon, R., Sands, S., Kocsis, D., Alothaim, A., Ligon, G., Harland, L., Derrick, D., de Vreede, G.J., & Jensen S. (2015, Aug.). *Self-perception of creativity and creativity training*. Paper presented at the 123rd American Psychological Association Annual Convention, Toronto, Ontario, Canada.
21. Kennel, V., Reiter-Palmon, R., Jones, K. J., & Skinner, A. M. (July, 2015). *Team reflexivity and innovation implementation in health care*. Paper presented at the 2015 Interdisciplinary Network for Group Research Conference in Pittsburgh, PA.
22. Reiter-Palmon, R. (2015, June). *Creative Cognition: What happens before and after idea generation*. Invited presentation, National Creativity Research Cooperation Group, Xi'an, China

**Presentations:** (continued)

23. Reiter-Palmon, R. (2015, June). *Understanding creative self-perception, identity, and creative mindsets*. Invited presentation, National Innovation Center for Assessment and Improvement of Basic Education Quality, Shaanxi Normal University, Xi'an, China
24. Nguyen, C., Vreede, T. de, Tahmasbi, N., Vreede, G.J. de, Oh, O., & Reiter-Palmon, R., (2015, May). *Participant Engagement in Community Crowdsourcing*. Paper to be presented at the European Conference of Information Systems, Münster, Germany.
25. Harms, M., Reiter-Palmon, R., Mitchell, K. S., Derrick, D. C., & Crowe, J. D. (2015, Apr.). The impact of problem construction and information search on creativity. Poster presented at the 30<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Philadelphia, PA.
26. Plemmons, S. A., Day, D. V., Doty, J., Dragoni, L., Fenlason, J., & Reiter-Palmon, R. (2015, Apr.). New directions in leader development research. Paper presented at the 30<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Philadelphia, PA.
27. Daus, C. S., Quarton, A. J., Brown, S. G., McCarthy, P. M., Reiter-Palmon, R., Steffensen, D. S., Stuhlmacher, A. F. (2015, Apr.). Bridging and cross-collaboration between Master's and Doctoral I/O programs. Paper presented at the 30<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Philadelphia, PA.
28. Jensen, S., Reiter-Palmon, R., Harland, L., Sands, S., Scott-Ligon, G., Derrick, D., de Vreede, G.J., Alothaim, A., & Kocsis, D. (2015, March). *Tough Love...or Killing a Dream?* Case study presented at the MBAA Society for Case Research Conference, Chicago, IL.
29. Nguyen, C., Tahmasbi, N., Vreede, T. de, Vreede, G.J. de, Oh, O., Reiter-Palmon, R., Hardy, S., Preheim, N., & Bowden, N. (2014, Dec.). *Measuring Participant Engagement in Community Crowdsourcing*, Paper presented at the AIS- SIGDSA Pre-International Conference of Information Systems Workshop, Auckland, New Zealand.
30. Sands, S., Harris, D., Reiter-Palmon, R., & Kaufman, J. (2014, Aug.). *Exploring perceptions of domain-specific creativity*. Poster presented at the 122<sup>nd</sup> American Psychological Association meeting, Washington D.C.
31. Friedly, J., Harris, D.J., & Reiter-Palmon, R. (2014, Aug.). *The Interactive Effects of Regulatory Focus and Creative Self-Efficacy on Malevolent Creativity*. Poster presented at the 122<sup>nd</sup> American Psychological Association meeting, Washington, D.C.
32. Reiter-Palmon, R., & Tinio, P. (2014, Aug.). *Pipeline revisions: A call for change*. Paper presented at the 122<sup>nd</sup> American Psychological Association meeting, Washington, D.C.

**Presentations:** (continued)

33. DeFrank, A., Arreola, N.J., & Reiter-Palmon, R. (2014, Aug.). *Constructing Creativity: Wisdom in Everyday Problem Solving*. Poster presented at the 122<sup>nd</sup> American Psychological Association meeting, Washington, D.C.
34. Kennel, V., & Reiter-Palmon, R. (2014, Aug.). *Creative idea evaluation and selection: Effects of task structure and individual differences*. Poster presented at the 122<sup>nd</sup> American Psychological Association meeting, Washington, D.C.
35. Ohm, M., Kennel, V., & Reiter-Palmon, R. (2014, Aug.). *The effect of achievement motivation orientation on creative outcomes*. Poster presented at the 122<sup>nd</sup> American Psychological Association meeting, Washington, D.C.
36. Harris, D. J., Reiter-Palmon, R., & Barber, E. (2014, Aug.). *The Joint Influence of Problem Construction and Personality on Malevolent Creativity*. Poster presented at the 122<sup>nd</sup> American Psychological Association meeting, Washington, D.C.
37. Reiter-Palmon, R., & Robinson-Morrall, E. (2014, Aug.) *Mastery and performance orientation, transformational leadership and creativity*. Paper presented at the Academy of Management meeting, Philadelphia, PA.
38. Reiter-Palmon, R. (2014, July). *Interdisciplinary teams: Challenges for leadership*. Paper presented at the Institute of Advanced Study Transfusion and Transformation Conference 2014: Transfusion and Transformation: the creative potential of interdisciplinary knowledge exchange, Durham, UK.
39. Reiter-Palmon, R. (2014, July). *Interdisciplinary teams: Facilitators and inhibitors of creativity*. Invited paper, ILUME, Surrey University, Guildford, UK.
40. Reiter-Palmon, R. (2014, June). *Leadership, Entrepreneurship and Creativity: The Role of Problem Construction*. Paper presented at the Institute of Work Psychology International Conference, Sheffield, UK.
41. Reiter-Palmon, R. (2014, June). *Creative Cognition: What happens before and after idea generation*. Invited presentation, Warwick Business School, Coventry, UK.
42. Wigert, B., & Reiter-Palmon, R. (2014, May). *Creative Profiles: The Influence of HEXACO Trait Patterns on Creativity*. Poster presented at the 29<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Honolulu, HI.
43. Queen, T., & Reiter-Palmon, R. (2014, May). *Creative teams: do conflict and reflexivity influence creative team performance?* Poster presented at the Midwestern Psychological Association, Chicago, IL.

**Presentations:** (continued)

44. Reiter-Palmon, R. (2014, Feb.). *Creative Cognition: What happens before idea generation*. Invited presentation, University of Connecticut, Storrs, CT.
45. Kennel, K., Jones, K., Skinner, A., Venema, D., Reiter-Palmon, R., & Nailon, R. (2013, Nov.) *“CAPTURE”ing the Challenges and Successes of Implementing Interprofessional Fall Risk Reduction Programs in Nebraska’s Critical Access Hospitals*. Poster Presented at Rural Futures Conference, Lincoln, NE. Poster received honorable mention in poster competition.
46. Sands, S., Kocsis, D., Reiter-Palmon, R., Alothaim, A., Ligon, G., Derrick, D., Harland, L., Vreede, G.J. de, & Jensen, S. (2013, Nov.). *Using case-based learning for leadership development in rural communities*. Poster presented at the annual Rural Futures Conference, Lincoln, NE. Poster received honorable mention in poster competition.
47. Vreede, T. de, Nguyen, C., Vreede, G.J. de, Boughzala, I., Oh, O., & Reiter-Palmon, R. (2013, Oct.). *A theoretical model of user engagement in crowdsourcing*. Paper presented at CRIWG, Wellington, New Zealand.
48. De Vreede, T. & Reiter-Palmon, R. (2013, Aug). *Creativity and organizations: How organizations extract value from creativity*. Paper presented at the 121<sup>st</sup> American Psychological Association meeting, Honolulu, HI.
49. Reiter-Palmon, R. (2013, Aug.). *Business creativity: Creativity and innovation research in the workplace*. Paper presented at the 121<sup>st</sup> American Psychological Association meeting, Honolulu, HI.
50. Reiter-Palmon, R. (2013, Aug.). *Links among creativity in educational and professional contexts*. Paper presented at the 121<sup>st</sup> American Psychological Association meeting, Honolulu, HI.
51. Reiter-Palmon, R. (2013, July). *Recent developments in the study of team creativity*. Chair, symposium presented at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.
52. Reiter-Palmon, R., Kennel, K., Wigert, B., de Vreede, T., & de Vreede, G. J. (2013, July). *Generation is not enough: Can teams successfully select creative ideas?* Paper presented at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.
53. Reiter-Palmon, R. (2013, July). *From the trenches of interdisciplinary research: Pitfalls, challenges and rewards*. Paper presented at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.
54. Reiter-Palmon, R. (2013, June). *Creative Cognition: What happens before idea generation*. Invited presentation, Technion, Haifa, Israel.

**Presentations:** (continued)

55. Young Illies, M., & Reiter-Palmon, R. (2013, May). *Mentor values affect negative mentoring and organizational commitment*. Poster presented at the 25<sup>th</sup> American Psychological Science meeting, Washington DC.
56. Reiter-Palmon, R. (2013, Apr.). *The intersection of research/practice: Effectively using partnerships so research sticks*. Paper presented at the 28<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Houston, TX.
57. Wigert, B. & Reiter-Palmon, R. (2013, Apr.). *The influence of problem construction goals and constraints on creativity*. Poster presented at the 28<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Houston, TX.
58. Reiter-Palmon, R. Shalley, C., Russell, D., & Bauer, C. (2013, Apr.). *Creativity and innovation in organizations – An Academic-Practitioner dialogue*. Paper presented at the 28<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Houston, TX.
59. Reiter-Palmon, R., Jones, K., Skinner, A., & High, R. (2013, Apr.). *Effectiveness of team training: A longitudinal analysis of safety culture*. Paper presented at the 28<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Houston, TX.
60. Kennel, V., Reiter-Palmon, R., Jones, K. J., Venema D. M., Skinner, A., High, R., & Nailon, R. (2013, Apr.). *Team reflexivity and patient falls: Implications for training*. Paper presented at the 28<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Houston, TX.
61. Hullsiek, B., Harms, M., Arreola, N., Wigert, B., Crough, D., Robinson-Moral, E., & Reiter-Palmon, R. (2013, Apr.). *Process and outcome satisfaction, problem construction, and creativity in teams*. Poster presented at the 28<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Houston, TX.
62. Arreola, N., & Reiter-Palmon, R. (2013, Apr.). *The effect of problem construction on solution quality and originality*. Poster presented at the 28<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Houston, TX.
63. Reiter-Palmon, R. (2013, Apr.). *The effect of individual differences on team processes*. Chair, symposium presented at the 28<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Houston, TX.
64. Reiter-Palmon, R., Kennel, V., Wigert, B., de Vreede, T., & de Vreede, G. J. (2013, Apr.). *The effect of structure and creative self-perception on team satisfaction*. Paper presented at the 28<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Houston, TX.

**Presentations:** (continued)

65. Stephens, S., Hullseik, B., & Reiter-Palmon, R. (2012, Nov.). *The effects of task interest and ambiguous instructions on creativity*. Poster presented at the Society for Judgment and Decision Making, Minneapolis, MN.
66. Reiter-Palmon, R. (2012, Aug.). *Team creativity in Science, Technology, Engineering and Mathematics (STEM)*. Chair, session presented at the 120<sup>th</sup> American Psychological Association meeting, Orlando, FL.
67. Reiter-Palmon, R. (2012, Aug.). *Exploring the dark side of creativity*. Paper presented at the 120<sup>th</sup> American Psychological Association meeting, Orlando, FL.
68. Reiter-Palmon, R., de Vreede, T., & de Vreede, G. J. (2012, Aug.). *Creativity in interdisciplinary teams: Barriers to creativity and role of leadership*. Paper presented at the 120<sup>th</sup> American Psychological Association meeting, Orlando, FL.
69. Hullsiek, B., & Reiter-Palmon, R. (2012, Aug.). *The effects of tolerance for ambiguity and ambiguous instructions on creativity*. Paper presented at the 120<sup>th</sup> American Psychological Association Convention, Orlando, FL.
70. Kennel, V., & Reiter-Palmon, R. (2012, Aug.). *Teams and creativity: Accuracy in idea evaluation and selection*. Paper presented at the 120<sup>th</sup> American Psychological Association Conference in Orlando, FL.
71. Arreola, N. J., Reiter-Palmon, R., & Pizinger, T. (2012, Aug.). *Idea generation: Does generating multiple ideas lead to increased creativity?* Paper presented at the 120<sup>th</sup> American Psychological Association Conference, Orlando, FL.
72. Gerson, K. M., & Reiter-Palmon, R. (2012, Aug.). *The Criterion Makes a Difference: Predicting Creativity using the Five Factor Model*. Paper presented at the 120<sup>th</sup> American Psychological Association Conference in Orlando, FL.
73. Reiter-Palmon, R. (2012, July). *Team Creativity: State of the Research*. Paper presented at the 2012 INGroup conference, Chicago, IL.
74. Farnum, K. S., Keller, S., Arreola, N., Reiter-Palmon, R., & Wiener, R. L. (2012, June). *Effects of gender and racial attitudes on sexual harassment judgments*. Paper presented at Society for the Psychological Study of Social Issues Biennial Conference, Charlotte, NC.
75. Harris, D.J., Wigert, B., & Reiter-Palmon, R. (2012, May). *Self-Perception of Creativity Interacts with Regulatory Focus to Improve Problem Solving*. Poster presented at the 2012 Association for Psychological Science Conference, Chicago, IL.



**Presentations:** (continued)

76. Kennel, V., Harris, D., & Reiter-Palmon, R. (2012, May). *Psychological safety and communication as predictors of idea evaluation accuracy*. Poster presented at the Association for Psychological Science Conference in Chicago, IL.
77. Wigert, B., Harris, D., & Reiter-Palmon, R. (2012, May). *Exploring a nomological network for dialectical thinking*. Poster presented at the Association for Psychological Science Conference, Chicago, IL.
78. Robinson-Morrall, E., Crough, D., Arreola, N. J., Wigert, B., Hullsiek, B., & Reiter-Palmon, R. (2012, Apr.). *Promotion focused leaders and problem construction: Effect on team creativity*. Paper presented at the 27<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, San Diego, CA.
79. Wigert, B. & Reiter-Palmon, R. (2012, Apr.). *The influence of perfectionism and regulatory focus on creativity*. Paper presented at the 27<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, San Diego, CA.
80. Reiter-Palmon, R., Wigert, B., Morrall-Robinson, E., Hullsiek, B., Arreola, N., & Crough D. (2011, Dec.). *Team cognition and creativity: The case of problem construction*. Poster presented at the 1<sup>st</sup> Israel Organizational Behavior Conference, Tel-Aviv, Israel.
81. Young Illies, M., & Reiter-Palmon, R. (2011, Nov.). *The effect of values on ethical decision making*. Paper presented at the Annual Conference of the Society for Judgment and Decision Making, Seattle, WA.
82. Hullsiek, B. & Reiter-Palmon, R. (2011, Oct.). *The effects of instructions on creative output: Procedural, conceptual, and ambiguous*. Paper presented at the Midwestern Academy of Management, Omaha, NE.
83. De Vreede, T., de Vreede, G.J., Reiter-Palmon, R. & Ashley, G. (2011, Oct.). *A model of technology transition: Scale development and factor analysis*. Paper presented at the Midwestern Academy of Management, Omaha, NE.
84. Kennel, V. & Reiter-Palmon, R. (2011, Oct.). *The effect of group regulatory focus on the accuracy of team idea evaluation*. Paper presented at the Midwestern Academy of Management, Omaha, NE.
85. Wigert, B. & Reiter-Palmon, R. (2011, Oct.). *Harvesting the creativity of perfectionists: The influence of goals and constraints on creativity*. Paper presented at the Midwestern Academy of Management, Omaha, NE.
86. Robinson-Morrall, E. & Reiter-Palmon, R. (2011, Oct.). *Exploration of individual and organizational factors in creative problem solving*. Paper presented at the Midwestern Academy of Management, Omaha, NE.

**Presentations:** (continued)

87. Harris, D. & Reiter-Palmon, R. (2011, Oct.). *Negative creativity: The effects of task and emotional intelligence*. Paper presented at the Midwestern Academy of Management, Omaha, NE.
88. Reiter-Palmon, R. (2011, Oct.). *Enhancing team creativity: More than just a collection of individuals*. Paper presented at the Midwestern Academy of Management, Omaha, NE.
89. De Vreede, G. J., Reiter-Palmon, R., Harland, L., & Marshall, G. S. (2011, Oct.). *The opportunities and challenges of interdisciplinary research, teaching, and outreach in collaboration*. Paper presented at the Midwestern Academy of Management, Omaha, NE.
90. Wigert, B., Reiter-Palmon, R., Kaufman, J., & Silvia, P. (2011, Aug.). *Are perfectionists creative? The relationship between perfectionism dimensions and creativity*. Paper presented at the American Psychological Association Convention, Washington, D.C.
91. Silvia, P., Kaufman, J., Reiter-Palmon, R., & Wigert, B. (2011, Aug.). *Clumps of creativity: Using latent class analysis to uncover domains of creative accomplishment*. Paper presented at the American Psychological Association Convention, Washington, D.C.
92. Reiter-Palmon, R. (2011, Aug.). *Team creativity and innovation: Current findings and future research needs*. Invited paper presented at the American Psychological Association Convention, Washington, D.C.
93. Reiter-Palmon, R. (2011, Aug.). *Applied creativity: Creativity and innovation research in the workplace*. Invited paper presented at the American Psychological Association Convention, Washington, D.C.
94. Smith-Nelson, R.M., Sardeshmukh, S. R., Sebor, T. C., & Reiter-Palmon, R. (2011, June). *Predicting opportunity recognition ability: The effect of problem construction ability and intelligence*. Paper presented at the Babson College's Entrepreneurship Research Conference, Syracuse, NY.
95. Reiter-Palmon, R. (2011, April). *Leadership and employee creativity: The importance of knowledge sharing*. Paper presented at the 26<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Chicago, IL.
96. Arreola, N., Robinson-Morrall, E., Crough, D., Wigert, B., Hullsiek, B., & Reiter-Palmon, R. (2011, April). *Creativity in teams: The role of shared mental models*. Poster presented at the 26<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Chicago, IL.

**Presentations:** (continued)

97. Crough, D., Robinson-Morrall, E., Arreola, N., Wigert, B., Hullsiek, B., & Reiter-Palmon, R. (2011, April). *Influence of team potency and task conflict on team creativity*. Poster presented at the 26<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Chicago, IL.
98. Keeney, M. J., Reiter-Palmon, R., & de Vreede, T. (2011, April). *Adjusting military leadership styles for success in military advising*. Paper presented at the 26<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Chicago, IL.
99. Reynolds, K., Reiter-Palmon, R., & Keeney, M. J. (2011, April). *Representing components of human behavior in behavioral simulators*. Paper presented at the 26<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Chicago, IL.
100. Weekly, J., Reiter-Palmon, R., & Hullsiek, B. (2011, April). *Career velocity and challenging work experiences*. Paper presented at the 26<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Chicago, IL.
101. Young Illies, M., & Reiter-Palmon, R. (2011, April). *The effect of value congruence on mentoring relationships and outcomes*. Paper presented at the 26<sup>th</sup> annual Society for Industrial/Organizational Psychology Meeting, Chicago, IL.
102. Reiter-Palmon, R., Arreola, N. J., Keller, S., & Wiener, R. L. (2011, March). *Sexual harassment judgments: Complainant gender, ethnicity, and racial attitude effects*. Paper presented at the 4<sup>th</sup> international congress of Psychology and Law, Miami, FL.
103. Hullsiek, B., Reiter-Palmon, R., & Weekly, J. (2010, Aug.). *Leadership experiences and levels of leadership*. Paper presented at the American Psychological Association Meeting, San Diego, CA.
104. Murphy, J. D., & Reiter-Palmon, R. (2010, May). *Who's in charge here? Whoever needs to be! A Study of shared leadership*. Paper presented at the Fifth Midwest Association for Information Systems Conference, Moorhead, MN.
105. Robinson, E., Reiter-Palmon, R., Kaufman, J., & Wigert, B. (2010, April). *Is self evaluation of creativity a useful criterion?* Paper presented at the Society for Industrial/Organizational Psychology Meeting, Atlanta, GA.
106. Illies, J. J., Reiter-Palmon, R., & Kobe-Cross, L. (2010, April). *Creative performance and the conscientiousness components of achievement and dependability*. Paper presented at the society for Industrial/Organizational Psychology Meeting, Atlanta, GA.
107. Reiter-Palmon, R., Wiener, R., & Ashley, G. (2010, April). *Sexual harassment judgments: Interactive effects of sexism and perspective taking*. Paper presented at the society for Industrial/Organizational Psychology Meeting, Atlanta, GA.

**Presentations:** (continued)

108. Reiter-Palmon, R., Erez, M., Frese, M., Mumford, M. D., Fehr, R., Guiridoz, A., & Denison, D. (2010, April). *Between cognitive structure and organizational chaos: Quo vadis innovation research?* Paper presented at the Society for Industrial/Organizational Psychology Meeting, Atlanta, GA.
109. Ashely, G., & Reiter-Palmon, R. (2010, April). *Self-awareness: The missing link in leader development.* Paper presented at the Society for Industrial/Organizational Psychology Meeting, Atlanta, GA.
110. Reiter-Palmon, R., (2009, Oct.). *Source of Conflict in Teams and Creative Problem Solving.* Paper presented to the Leadership Training at Monroe Myer Institute, University of Nebraska Medical Center, Omaha, NE.
111. Reiter-Palmon, R., de Vreede, T., & Keeny, M. (2009, April). *Training for cross-cultural understanding: Disconnect between research and practice.* Paper presented at the Society for Industrial/Organizational Psychology Meeting, New Orleans, LA.
112. Bousman, L. & Reiter-Palmon, R. (2009, April). *The applied side of perfectionism: From academia to the boardroom.* Paper presented at the Society for Industrial/Organizational Psychology Meeting, New Orleans, LA.
113. Yurkovich, J., & Reiter-Palmon, R. (2009, April). *Personality and creativity: A pattern approach.* Paper presented at the Society for Industrial/Organizational Psychology Meeting, New Orleans, LA.
114. Reiter-Palmon, R., Wiener, R. L. & Ashley G. (2009, March). *Attention to actors in judgments of sexual harassment complaints.* Paper presented at the American Psychology and Law Society, San Antonio, TX.
115. Reiter-Palmon, R., James, J., & de Vreede, T. (2008, Sept.). *Team composition and problem framing: Effects of personality on team creative cognitive processes.* Paper presented at the 12<sup>th</sup> International Workshop on Teamworking (IWOT), Birmingham, England.
116. Reiter-Palmon, R. (2008, Sept.). *Team Diversity and Creativity: The effect on cognitive processes.* Invited paper presented at Delft University, The Netherlands.
117. Reiter-Palmon, R. (2008, Sept.). *Team diversity, collaboration, and innovation.* Invited paper presented at the University of Nebraska Medical Center, Omaha, NE.

**Presentations:** (continued)

118. Reiter-Palmon, R., James, K., Eisenberg, J., Herman, A. E., James, J., Yurkovich, J., & Young M. (2008, August). *Creativity and affect: A meta-analysis and qualitative review*. Paper presented at the meetings of the Academy of Management, Anaheim, CA.
119. Reiter-Palmon, R. (2008, August). *Five insights into leadership*. Paper presented at the meetings of the Academy of Management, Anaheim, CA.
120. Reiter-Palmon, R. (2008, August). *Creativity and leadership*. Paper presented at the meetings of the Academy of Management, Anaheim, CA.
121. James, J., Herman, A. & Reiter-Palmon, R. (2008, April). *Regulatory focus and metacognition*. Paper presented at the Society for Industrial/Organizational Psychology Meeting, San Francisco, CA.
122. Bousman, L. & Reiter-Palmon, R. (2008, April). *Perfectionism and regulatory focus: What do they share in common?* Paper presented at the Society for Industrial/Organizational Psychology Meeting, San Francisco, CA.
123. James, J., Reiter-Palmon, R., Yurkovich, J., Gins, A., Ashley, G., & Hornberg, J. (2008, April). *Comparing two job analysis approaches: Web-based vs. focus groups*. Paper presented at the Society for Industrial/Organizational Psychology Meeting, San Francisco, CA.
124. Reiter-Palmon, R., Young Illies, M., Kobe Cross, L., Buboltz, C., & Nimps, T. (2008, April). *Task type effects of multiple indices of creative problem solving*. Paper presented at the Society for Industrial/Organizational Psychology Meeting, San Francisco, CA.
125. Gangopadhyay, T., & Reiter-Palmon, R. (2008, January). *Group creativity and cognitive processes: A problem construction perspective*. Paper presented at the Hawaii International Conference on System Sciences, Kona, HI.
126. Reiter-Palmon, R. (2007, Aug.). *Decisions, decisions: The decisions that leaders make and how they go about making them*. Paper presented at the Academy of Management, Philadelphia, PA.
127. Reiter-Palmon, R. (2007, Aug.). *Creativity, newcomers and time pressure*. Paper presented at the Academy of Management, Philadelphia, PA.
128. Reiter-Palmon, R. (2007, Aug.). *Selection*. Paper presented at the Academy of Management, Philadelphia, PA.
129. Reiter-Palmon, R., Ashley, G., & Wiener, R. L. (2007, April). *Judgments of sexual harassment complaints and perspective taking: Effects of state and trait*. Paper presented at the Society for Industrial/Organizational Psychology, New York, NY.

**Presentations:** (continued)

130. Wiener, R. L., & Reiter-Palmon, R. (2007, April). *The psychology of sexual harassment law: Responsibility and liability judgments*. Paper presented at the Society for Industrial/Organizational Psychology, New York, NY.
131. Illies, J. J., Basarich, A., Young Illies, M., & Reiter-Palmon, R. (2007, April). *Creativity: The influence of social intelligence, openness, and performance pressure*. Paper presented at the Society for Industrial/Organizational Psychology, New York, NY.
132. Young Illies, M., James, J. M., Ryan, C., & Reiter-Palmon, R. (2007, April). *An evaluation of a student mentoring program*. Paper presented at the Society for Industrial/Organizational Psychology, New York, NY.
133. Herman, A. E., & Reiter-Palmon, R. (2007, April). *Motivational effects on creativity: Rewards, goal setting, and regulatory focus*. Paper presented at the Society for Industrial/Organizational Psychology, New York, NY.
134. Herman, A. E., & Reiter-Palmon, R. (2007, April). *Regulatory focus and expected evaluation influences on creativity: Evidence for the influence of both state and trait*. Paper presented at the Society for Industrial/Organizational Psychology, New York, NY.
135. Reiter-Palmon, R. (2007, March). *A multi-level perspective on organizational creativity: Individuals, teams and leaders*. Invited paper presented at the Gallup Leadership Institute, University of Nebraska at Lincoln.
136. Briggs, R.O., Edick, N., Harland, L., Lipschultz, J., Marshall G., McNamara, P., Pol, L.G., Reiter-Palmon, R., Ryan, C., de Vreede, G.J., Wild, S. K., & Zigurs, I. (2007, January). *A cross-disciplinary approach to collaboration science*. Paper presented at the Hawaii International Conference on System Sciences, Kona, HI.
137. Reiter-Palmon, R. (2006, December). *Individual and team creativity: Applying a multi-level perspective to creative cognition in organizations*. Invited paper presented at the Behavioral Science Lecture Series – Technion, Haifa, Israel.
138. Reiter-Palmon, R., Herman, A., & Yammarino, F. (2006, August). *Creativity and cognitive processes: Multi-level linkages between individual and team cognition*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
139. Reiter-Palmon, R. (2006, August). *Charismatic leadership*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

**Presentations:** (continued)

140. Reiter-Palmon, R. (2006, August). *Leadership and emotional intelligence*. Paper presented at the Fifth International Conference on Emotions and Worklife, Atlanta, GA.
141. Reiter-Palmon, R. (2006, July). *Talent segmentation in workforce planning*. Paper presented at the Human Capital Institute Workforce Planning Learning Track Web Conference.
142. Reiter-Palmon, R. (2006, May). *Scenarios in Workforce Planning - the Art & Science of Environment Scanning*. Paper presented at the Human Capital Institute Workforce Planning Learning Track Web Conference.
143. Shalley C. E., & Reiter-Palmon, R. (2006, May). *Personal characteristics and creativity: Traditional and new factors*. Paper presented at the Society for Industrial/Organizational Psychology, Dallas, TX.
144. James, J. M., Reiter-Palmon, R., Young, M., Yurkovich, J., & Illies, J.J. (2006, May). *Creativity and the Five Factor Model: Do instructions and measures of creativity make a difference?* Paper presented at the Society for Industrial/Organizational Psychology, Dallas, TX.
145. Illies, J. J., Reiter-Palmon, R., & Kobe Cross, L. (2006, May). *Predicting creativity with alternative biodata question types*. Paper presented at the Society for Industrial/Organizational Psychology, Dallas, TX.
146. Reiter-Palmon, R. (2006, May). *Leaving the psychology tower: Non-traditional programs in I/O Psychology*. Paper presented at the Society for Industrial/Organizational Psychology, Dallas, TX.
147. Reiter-Palmon, R. (2005, November). *Workforce planning realities: What is workforce planning and how do we get there?* Paper presented at the Human Capital Institute Workforce Planning Learning Track Web Conference.
148. Avolio, B. J., & Reiter-Palmon, R. (2005, August). *Emerging executive issues: What leaders think about leadership and its development*. Paper presented at the Academy of Management meeting, Hawaii.
149. Wiener, R. L., & Reiter-Palmon, R. (2005, April). *Sexual harassment law and psychology: Agreements and disagreements*. Paper presented at the Society for Industrial/Organizational Psychology, Los Angeles, CA.
150. Wiener, R. L., Reiter-Palmon, R., Winter, R., & Arnot, L. (2005, April). *Submissive sexual harassment complainants: Protecting or blaming the victim*. Paper presented at the Society for Industrial/Organizational Psychology, Los Angeles, CA.

**Presentations:** (continued)

151. Reiter-Palmon, R., Wiener, R. L., Smith, R., & Ashley, G. (2005, April). *The effects of empathy in judgments of sexual harassment complaints*. Paper presented at the Society for Industrial/Organizational Psychology, Los Angeles, CA.
152. Illies, J. J., Reiter-Palmon, R., Nies, J. A., & Merriam, J. (2005, April). *Personal values and task-oriented versus relationship-oriented leader emergence*. Paper presented at the Society for Industrial/Organizational Psychology, Los Angeles, CA.
153. Buboltz, C., James, J., Robinson, E. & Reiter-Palmon, R. (2005, March). *The relationship between divergent thinking and general mental ability*. Paper presented at the Great Plain Conference, Omaha, NE.
154. Wiener, R. L., Reiter-Palmon, R., Winter, R., & Arnot, L. (2005, March). *Hostile sexism and submissive complainants: The effects of law on workplace judgments*. Paper presented at the American Psychology and Law Society, La Jolla, CA.
155. Reiter-Palmon, R., Smith, R., & Ashley, G. (2005, March). *The effects of empathy in judgments of sexual harassment complaints*. Paper presented at the American Psychology and Law Society, La Jolla, CA.
156. Young, M., Wolfe, J., Nimps, T., Reiter-Palmon, R., & Scherer, L. (2004, November). *The relationship between ability, motivation, and originality of solutions generated*. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Minneapolis, MN.
157. Buboltz, C., Schaeffer, S., Lofgreen, A., & Reiter-Palmon, R. (2004, November). *The relationship between fluency and problem type and originality of the first solution generated*. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Minneapolis, MN.
158. Reiter-Palmon, R., Nimps, T., & Smith R. (2004, November). *The relationship between problem type, ability and solution originality*. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Minneapolis, MN.
159. Smith, R., & Reiter-Palmon, R. (2004, June). *Using Emotional Intelligence to predict leadership: Full scale or composites?* Paper presented at the Gallup Leadership Institute Summit, Omaha, NE.
160. Harland, L., Harrison, W., Reiter-Palmon, R., & Jones, J. (2004, June). *Leadership behaviors and employee resilience*. Paper presented at the Gallup Leadership Institute Summit, Omaha, NE.



**Presentations:** (continued)

161. Hepperlen, M. T., & Reiter-Palmon, R. (2004, April). *The role of basic psychological needs in LMX relationships*. Paper presented at the Society for Industrial/Organizational Psychology, Chicago, IL.
162. Reiter-Palmon, R. (2004, April). *Curriculum and outcomes assessment: Does your program work?* Paper presented at the Society for Industrial/Organizational Psychology, Chicago, IL.
163. Butler, A.B., & Reiter-Palmon, R. (2004, April). *The Effects of goal orientation and expected evaluation on creativity*. Paper presented at the Society for Industrial/Organizational Psychology, Chicago, IL.
164. Hepperlen, M. T., & Reiter-Palmon, R. (2003, April). *The role of implicit leadership theories in LMX relationship development*. Paper presented at the Society for Industrial/Organizational Psychology, Orlando, FL.
165. Hepperlen, M. T., & Reiter-Palmon, R. (2003, April). *New perspective on the nature of Leader-Member Exchange relationships*. Paper presented at the Society for Industrial/Organizational Psychology, Orlando, FL.
166. Kobe, L. M., & Reiter-Palmon, R. (2003, April). *Training the creative process*. Paper presented at the Society for Industrial/Organizational Psychology, Orlando, FL.
167. Timmerman, P., Reiter-Palmon, R., & Rohde, T. (2003, March). *Voluntary employee turnover: A comparison of the determinants for part and full-time employees*. Paper presented at the IO-OB Conference, Akron, OH.
168. Illies, J. J., Nies, J. A., & Reiter-Palmon, R. (2002, November). *Computer-based information search and ill-defined problem solving*. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Kansas City, MO.
169. Arsenault, C. D., Reiter-Palmon, R., & Illies, J. J. (2002, November). *The relationship between the 'Big 5' personality variables and solution generation*. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Kansas City, MO.
170. Reiter-Palmon, R., & Scherer, L. L. (2002, November). *The relationship between ability, problem type and solution generation*. Paper presented at the Society for Judgment and Decision Making Annual Meeting, Kansas City, MO.

**Presentations:** (continued)

171. Reiter-Palmon, R., & Haley, E. M., (2002, April). *360-Feedback evaluation and turnover: Is there a relationship?* Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
172. Illies, J. J., Kobe, L. M., & Reiter-Palmon, R. (2002, April). *Effects of definitional explicitness and rating method on creativity assessment.* Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
173. Illies, J. J., & Reiter-Palmon, R. (2002, April). *Destructive leader behavior: The role of personal values.* Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
174. Butler, A. B., Scherer, L. L., & Reiter-Palmon, R. (2002, April). *Enhancing creative problem solving in organizations.* Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
175. Hepperlen, M. T., & Reiter-Palmon, R. (2002, April). *The interrelationship between OCBs, LMX, and supervisory performance evaluations.* Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
176. Brown, M. L., Sandal, D., & Reiter-Palmon, R. (2002, April). *Defining work with fidelity: O\*NET-centric Navy IT worker requirements.* Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
177. Shultz, K. S., Hoffman, C. C., & Reiter-Palmon, R. (2001, April). *Using archival data for I/O research: Advantages, pitfalls, sources, and examples.* Round table discussion at the Society for Industrial/Organizational Psychology, San Diego, CA.
178. Kobe, L. M., Illies, J. J., Reiter-Palmon, R., Brown, M., & Sandall, D. (2001, April). *Skill Object Designer: An Internet-based Job Analysis Program.* Paper presented at the Society of Industrial/Organizational Psychology meeting, San Diego, CA.
179. Hepperlen, M., & Reiter-Palmon, R. (2001, April). *The influence of the temporal nature of the relationship development on LMX, OCBs, and performance.* Poster presented at the Society of Industrial/Organizational Psychology meeting, San Diego, CA.
180. Reiter-Palmon, R. (2000, July). *Creativity in organizations: Current research.* Invited address presented at Tel-Aviv University, Tel-Aviv, Israel.
181. Timmerman, P., & Reiter-Palmon, R. (2000, May). *Human values as predictors of depression and anxiety.* Poster presented at the Midwestern Psychological Association, Chicago, IL.

**Presentations:** (continued)

182. Reiter-Palmon, R. (2000, April). *The state of the research and practice in creativity and innovation in organizations*. Paper presented at the Society for Industrial/Organizational Psychology, New Orleans, LA.
183. Hepperlen, M., & Reiter-Palmon, R. (2000, April). *The evolution of LMX relationships: Development of a temporal scale*. Poster presented at the Society for Industrial/Organizational Psychology, New Orleans, LA.
184. Kobe, L. M., & Reiter-Palmon, R. (2000, April). *The effects of stress on creative problem solving*. Paper presented at the Society for Industrial/Organizational Psychology, New Orleans, LA.
185. Illies, J. J., & Reiter-Palmon, R. (2000, April). *Information search and creative problem solving: Effects of personal involvement*. Paper presented at the Society for Industrial/Organizational Psychology, New Orleans, LA.
186. Susa, T., & Reiter-Palmon, R. (2000, Feb.). *Humor as a positive affect manipulation*. Paper presented at the Society of Personality and Social Psychology, Nashville, TN.
187. Reiter-Palmon, R., Collins, V., & Scherer, L. L. (1999, November). *The effect of goals and constraints on the quantity of solutions for ill defined problems*. Paper presented at the meetings of the Judgment and Decision Making Society, Los Angeles, CA.
188. Illies, J. J., Reiter-Palmon, R., & Runco, M. (1999, June). *Cognitive style and creativity: The role of ideation*. Paper presented at the meetings of the American Psychological Society, Denver CO.
189. Kobe, L. M., Illies, J. J., & Reiter-Palmon, R. (1999, June). *Creativity and the five-factor model of personality: Mixed results*. Paper presented at the meetings of the American Psychological Society, Denver CO.
190. Reiter-Palmon, R., & Brown, M. (1999, May). *Intellectual property and intellectual asset management - competencies for individual and corporate performance*. Paper presented at the meeting of the National Knowledge and Intellectual Property Management Task Force, Washington, DC.
191. Reiter-Palmon, R. (1998, August). Chair: *The craft of editing*. Session presented at the meetings of the Academy of Management, San Diego, CA.
192. Reiter-Palmon, R., Kobe, L. M., Illies, J. J., Susa, T., & Rickers, J. D. (1998, May). *The relationship between conscientiousness and creativity*. Poster presented at the meetings of the American Psychological Society, Washington DC. Recognized as one of the best posters in its area.

**Presentations:** (continued)

193. Kobe, L. M., Rickers, J. D., & Reiter-Palmon, R. (1998, May). *Emotional and social intelligence: Predicting leadership*. Poster presented at the meetings of the American Psychological Society, Washington DC. Recognized as one of the best posters in its area.
194. Reiter-Palmon, R., & Connelly, M. S. (1998, April). *Item development counts: A comparison of empirical keying and rational scale validation*. Poster presented at the meetings of the Society of Industrial/Organizational Psychology, Dallas, TX.
195. Reiter-Palmon, R. (1998, January). *Applying creativity research to organizations*. Invited address, Department of Management, Hebrew University, Jerusalem, Israel.
196. Reiter-Palmon, R. (1997, August). *Teaching methods for methods teaching: Sharing best practices and worst problems in the methodological training of Ph.D. students*. Invited Workshop, Research Methods Division, Academy of Management, Boston, MA.
197. Reiter-Palmon, R. (1997, August). *The individual experience of career events*. Paper presented at the meetings of the Academy of Management, Boston, MA.
198. Scherer, L. L., Weiss, R. J., Reiter-Palmon, R., & Goodman, D. F. (1996, November). *Effect of solution generation on cognitive and affective reactions to problems*. Paper presented at the meeting of the Society of Judgment and Decision Making, Chicago, IL.
199. Scherer, L. L., Weiss, R. J., Reiter-Palmon, R., & Condon, J. A. (1996, November). *Temporal changes in specific affective states: Implications for decision making*. Paper presented at the meeting of the Society of Judgment and Decision Making, Chicago, IL.
200. Reiter-Palmon, R. (1996, October). *Background data factors revisited: The stability of Owens' biodata factors after 25 years*. Paper presented at the First Biennial Biodata Conference, Athens, GA.
201. Reiter-Palmon, R., Mumford, M. D., Clifton, T. C., & Threlfall, K. V. (1996, October). *Family relationships and adjustment: Using background data to understand differential development*. Paper presented at the First Biennial Biodata Conference, Athens, GA.
202. Collins, V. I., Koch, D. M., Reiter-Palmon, R., & Craiger, P. (1996, May). *Flexibility as a predictor of leadership activity*. Paper presented at the meeting of the Midwestern Psychological Association, Chicago, IL.
203. Scherer, L., Butler, A., Reiter-Palmon, R., & Weiss, J. R. (1994, November). *Toward a taxonomy of reactions to ill-defined problems*. Paper presented at the meeting of the Society of Judgment and Decision Making, St. Louis, MO.

**Presentations:** (continued)

204. Reiter-Palmon, R. & Mumford, M.D. (1994, August). *Defining ill defined domains: The first step in creativity*. Poster presented at the meetings of the American Psychological Association, Los Angeles, CA.
205. Reiter-Palmon, R. (1994, May). *Problem finding and creativity*. Poster presented at the meetings of the Midwestern Psychological Association, Chicago, IL.
206. Clifton, T.C., Kilcullen, R.N., Reiter-Palmon, R., & Mumford, M.D. (1992, August). *Comparing different background data scaling procedures using triple cross-validation*. Poster presented at the meetings of the American Psychological Association, Washington, D.C.
207. O'Connor, J.A., Gessner, T., Connelly, M.S., Clifton, T.C., Reiter-Palmon, R., & Mumford, M.D. (1992, August). *Stages of belief development: An empirical investigation using background data*. Poster presented at the meetings of the American Psychological Association, Washington, D.C.
208. Reiter-Palmon, R., Threlfall, K. V., Clifton, T. C., & Mumford, M. D. (1991, November). *Differential prediction of adjustment based on family type*. Poster presented at the "Lives through time" conference, Palm Springs, CA.
209. Clifton, T. C., Costanza, D. P., Reiter-Palmon, R., & Mumford, M. D. (1991, June). *Development of background data rational scales for positive and negative emotionality*. Poster presented at the meetings of the American Psychological Society, Washington D.C.
210. Reiter-Palmon, R., Redmond, M. R., & Mumford, M. D. (1991, June). *Problem construction: Relationship with creativity and motivation*. Poster presented at the meetings of the American Psychological Society, Washington D.C.
211. Reiter-Palmon, R., Connelly, M. S., Clifton, T., O'Connor, J. A., & Mumford, M. D. (1991, August). *On the predictive validity of job analysis ratings*. Paper presented at the meetings of the Association of Management, Atlantic City, NJ.
212. Reiter-Palmon, R., DeFilippo, B., & Mumford, M. D. (1990, April). *Differential predictive validity of positive and negative response options to biodata items*. Paper presented at the Meetings of the Southeastern Psychological Association, Atlanta, GA.
213. Uhlman, C. E., Reiter-Palmon, R., & Connelly, M. S. (1990, April). *A comparison and integration of empirical keying and rational scaling of biographical data items*. Paper presented at the Meetings of the Southeastern Psychological Association, Atlanta, GA.

### Technical Reports:

1. Mroz, J. E., Mitchell, K., Allen, J. A., & Reiter-Palmon, R. (2016). *2016 Do Space Semi-Annual Report*. Omaha, NE: Do Space and Community Information Trust.
2. Harms, M., Hornberg, J., Allen, J. & Reiter-Palmon, R. (2016). *Pottawattamie County Animal Control Department: DRAFT Work Flow Analysis Report*. Council Bluffs, IA.
3. Harms, M., Hornberg, J., Crowe, J., Allen, J. & Reiter-Palmon, R. (2016). *Pottawattamie County Human Resources Department: DRAFT Work Flow Analysis Report*. Council Bluffs, IA.
4. Hornberg, J., Yoerger, M., Harms, M., Crowe, J., Mitchell, K., Allen, J. & Reiter-Palmon, R. (2016). *Pottawattamie County Recorder's Department: DRAFT Work Flow Analysis Report*. Council Bluffs, IA.
5. Landowski, N., Yoerger, M., Hornberg, J., Mroz, J., Crowe, J., Allen, J. & Reiter-Palmon, R. (2016). *Pottawattamie County Building and Grounds Department: DRAFT Work Flow Analysis Report*. Council Bluffs, IA.
6. Mroz, J. E., Hornberg, J., Allen, J. A., & Reiter-Palmon, R. (2016). *Pottawattamie County Medical Examiner's Department: DRAFT Work Flow Analysis Report*. Council Bluffs, IA.
7. Jones, K., Nailon, R., Potter, J., Reiter-Palmon, R., Sobeski, L., & Venema, D. (2015). *Collaboration and Proactive Teamwork Used to Reduce (CAPTURE) Falls*. Omaha, NE: UNMC and UNO, submitted to AHRQ.
8. Reiter-Palmon, R., Sands, S., Kocsis, D., Althohim, A., Ligon, G., Jensen, S., Derrick, D., Harland, L., Vreede, de G. J. (2015). *Using Crowdlearning for Leadership Development in Rural Communities*. Omaha, NE: Center for Collaboration Science and Rural Futures Institute.
9. Allen, J., Reiter-Palmon, R., Prange, K., Barber, E., (2015). *After Action Reviews (AARs) in the Omaha Fire Department: Training Development, Implementation, and Assessment Technical Report*. Omaha, NE: Omaha Fire Department.
10. Mitchell, K., Allen, J., Reiter-Palmon, R., Mroz, J., Prange, K., Royston, R., Thurley, A., Yoerger, M. (2015). *Do Space Synthesis and Roadmap Report 2015*. Omaha, NE: Center for Applied Psychology
11. Reiter-Palmon, R., Arreola, N., & Kocsis, D. (2013). *Drivers of Employee Engagement in the Customer Service Organization: Results of Focus Groups Conducted on Behalf of Black Hills Corporation in Response to 2012 SpeakUp Survey*. Omaha, NE: The Center for Collaboration Science.

## Technical Reports (continued)

12. Tobey, D., Reiter-Palmon, R., & Callens, A. (2012). *Predictive Performance Modeling: An innovative approach to defining critical competencies that distinguish levels of performance*. OST Working Group Report. National Board of Information Security.
13. Artis, S., Reiter-Palmon, R., Keeny, M. J., de Vreede, T., & Brady, T. (2009). *Theoretical model of best practices for cross-cultural instructions*. Washington, DC: Aptima.
14. Reiter-Palmon, R., & Murphy, J.D. (2009). *USAFA experiment measurement plan*. Center for Collaboration Science and the Global Innovation and Strategy Center, Omaha, NE
15. Reiter-Palmon, R. Brady, T., & de Vreede, T. (2008). *Developing a training program for military advisors*. Washington, DC: Aptima.
16. James, J., Ashley, G., Gins, A., Hornberg, J., Yurkovich, J., & Reiter-Palmon, R. (2007). *Development of a Personality-Based Supplement to the O\*NET Skill and Ability Taxonomy*. Waxahachie, TX: SkillsNET Corp.
17. SchmidtBonne, S. S., Gallagher, E. C., & Reiter-Palmon, R. (2007). *Douglas County Department of Correctional Services: Corrections Lieutenant Job Analysis*. Omaha, NE: Douglas County Department of Corrections.
18. Gallagher, E. C., SchmidtBonne, S. S., & Reiter-Palmon, R. (2007). *Douglas County Department of Correctional Services: Corrections Sergeant Job Analysis*. Omaha, NE: Douglas County Department of Corrections.
19. Gins, A., James, J., Ashley, G., Hornberg, J., Yurkovich, J., & Reiter-Palmon, R. (2007). *SkillObject Validation*. Waxahachie, TX: SkillsNET Corp.
20. Hornberg, J., Ashley, G., Gins, A., James, J., Yurkovich, J., & Reiter-Palmon, R. (2007). *An Analysis of Generalized Work Activities (GWAs) to Skill and Ability Linkages*. Waxahachie, TX: SkillsNET Corp.
21. James, J., Ashley, G., Gins, A., Hornberg, J., Yurkovich, J., & Reiter-Palmon, R. (2007). *Analysis of Skill and Ability Linkage Inter-rater Reliability, part II*. Waxahachie, TX: SkillsNET Corp.
22. Galagher, E. C., SchmidtBoone, S. S., & Reiter-Palmon, R. (2007). *Nebraska Department of Correctional Services Correctional Officers Written Test Assessment*. Lincoln, NE: Nebraska Department of Corrections.

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23. Gallagher, E. C., & Reiter-Palmon, R. (2007). *Nebraska Department of Correctional Services Employee Exit Interview Data July 2005-December 2006*. Lincoln, NE: Nebraska Department of Corrections.
24. SchmidtBonne, S. S., Williams, S, Gallagher, E. C., & Reiter-Palmon,R. (2007). *Nebraska Department of Correctional Service Educational Requirements Review and Recommendations for Correctional Officer*. Lincoln, NE: Nebraska Department of Corrections.
25. Gallagher, E. C., Williams, S., SchmidtBonne, S.S., & Reiter-Palmon, R. (2007). *Nebraska Department of Correctional Services Corporal Selection Review*. Lincoln, NE: Nebraska Department of Corrections.
26. Gallagher, E. C., Williams, S., SchmidtBonne, S.S., & Reiter-Palmon, R. (2007). *Nebraska Department of Correctional Services Correctional Officer Selection Review*. Lincoln, NE: Nebraska Department of Corrections.
27. Williams, S., SchmidtBonne, S.S., Gallagher, E. C., & Reiter-Palmon, R. (2006). *Nebraska Department of Correctional Services: Focus Groups*. Lincoln, NE: Nebraska Department of Corrections.
28. Williams, S., Gallagher, E. C., SchmidtBonne, S.S., & Reiter-Palmon, R. (2006). *Nebraska Department of Correctional Services: Corrections Captain Job Analysis and Selection Recommendations*. Lincoln, NE: Nebraska Department of Corrections.
29. Schweigel, K., Williams, S., Gallagher, E. C., & Reiter-Palmon, R. (2006). *Nebraska Department of Correctional Services: Corporal Job Analysis*. Lincoln, NE: Nebraska Department of Corrections.
30. Gallagher, E. C., Williams, S., Schweigel, K., Brooks, K., & Reiter-Palmon, R. (2006). *Recommendations based on the 2003-2004 and 2004-2005 exit interviews: Short-term and long-term*. Lincoln, NE: Nebraska Department of Corrections.
31. Gallagher, E.C. & Reiter-Palmon, R. (2006). *Nebraska Department of Correctional Services NCYF Employee exit interview data January 2003-August 2006*. Lincoln, NE: Nebraska Department of Corrections.
32. Gallagher, E. C., & Reiter-Palmon, R. (2006). *Exit interview data, July 2004 to June 2005 – Nebraska Department of Corrections*. Lincoln, NE: Nebraska Department of Corrections.
33. Ashley, G., James, J., Young, M., Yurkovich, J., & Reiter-Palmon, R. (2006). *Reliability Analysis of Task Skill/Ability Linkages*. Waxahachie, TX: SkillsNET Corp.



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34. Reiter-Palmon, R., Young, M., Yurkovich, J., James, J., & Ashley, G. (2006). *The Effect of Sample Size on Results of Job Analysis Surveys*. Waxahachie, TX: SkillsNET Corp.
35. Gallagher, E. C., Reiter-Palmon, R., Nimps, T., & Schaeffer, S. (2005). *Exit interview data, January 2003 to June 2004 – Nebraska Department of Corrections*. Lincoln, NE: Nebraska Department of Corrections.
36. Gallagher, E. C., Reiter-Palmon, R., Schaeffer, S., & Nimps, T. (2005). *Nebraska Department of Correctional Services: Case Worker Job Analysis*. Lincoln, NE: Nebraska Department of Corrections.
37. Brooks, K., Gallagher, E. C., Schweigel, K., & Reiter-Palmon, R. (2005). *Nebraska Department of Correctional Services: Officer Job Analysis*. Lincoln, NE: Nebraska Department of Corrections.
38. Schaeffer, S., Nimps, T., & Reiter-Palmon, R. (2004). *Exit interview data, 2003: Reasons for leaving and statement ratings - Nebraska Department of Corrections*. Lincoln, NE: Nebraska Department of Corrections.
39. Reiter-Palmon, R., & Bousman, L. (2001). *Why have employees left Union Pacific: A factor analysis of the exit interview and a 30-day later exit survey*. Omaha, NE: Union Pacific.
40. Sandall, D. L., Reiter-Palmon, R., & Brown, M. (2000). *Cisco career certification task survey*. Waxahachie, TX: SkillsNET Corp.
41. Sandall, D. L. & Reiter-Palmon, R. (2000). *The development of a classification system for Customer Service, Data Entry, and Claims Processing for CSRG*. Waxahachie, TX: SkillsNET Corp.
42. Reiter-Palmon, R., & Sandall, D. L. (1999). *An analysis of the culture of CSRG*. Waxahachie, TX: SkillsNET Corp.
43. Sandall, D. L., Reiter-Palmon, R. & Brown, M. (1999). *Training manual for Skills Analysts - Using SkillObject Designer*. Waxahachie, TX: SkillsNET Corp.
44. D'Agostino, T., Susa, T., & Reiter-Palmon, R. (1999). *Review of position requirements for first line supervisor at Lucent*. Omaha, NE: Lucent Technologies.
45. D'Agostino, T., Susa, T., & Reiter-Palmon, R. (1999). *Improving creativity and innovation for engineers*. Omaha, NE: Lucent Technologies.

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46. Brown, M. L., Sandall, D. L., & Reiter-Palmon, R. (1999). *SkillObject Designer™ requirements and specifications*. Waxahachie, TX: SkillsNET Corp.
47. Reiter-Palmon, R., Susa, T., & D'Agostino, T. (1998). *Organizational barriers to creativity: Preliminary results and interventions*. Omaha, NE: Lucent Technologies.
48. Kobe, L. M., & Reiter-Palmon, R. (1997). *Integrity, Work Ethic, and Conscientiousness Tests: Research for Personnel Selection*. Omaha, NE.
49. Scherer, L., & Reiter-Palmon, R. (1994). *Organizational Diagnosis and Needs Assessment of the Omaha Office of the United States Immigration and Naturalization Services*. Omaha, NE.
50. Mumford, M. D., Zaccaro, S. J., Harding, F. D., Fleishman, E. A., & Reiter-Palmon, R. (1991). *Cognitive and temperament predictors of executive ability: Principle for developing leadership capacity*. Alexandria, VA: U. S. Army Research Institute.
51. Reiter-Palmon, R., Clifton, T. C., Connelly, M. S., Uhlman, C. E., & Mumford, M. D. (1991). *Describing sales position requirements: The job analysis*. General Electric Lighting Division.
52. Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., Gilbert, J., & Mumford, M. D. (1991). *Instruction manual for sales representatives structured interview*. General Electric Lighting Division.
53. Clifton, T. C., Connelly, M. S., Reiter-Palmon, R., Gilbert, J., & Mumford, M. D. (1991). *Development of selection methods for General Electric's lighting division sales representatives*. General Electric Lighting Division.
54. Connelly, M. S., Reiter-Palmon, R., Clifton, T., & Mumford, M. D. (1991). *The C&I division regional manager position - summary of SME meetings*. General Electric Lighting Division.
55. Reiter-Palmon, R., Connelly, M. S., Clifton, T. C., Uhlman, C. E., & Mumford, M. D. (1990). *Training evaluations and recommendations for sales representatives*. General Electric Lighting Division.
56. Reiter-Palmon, R., Uhlman, C. E., Clifton, T. C., Connelly, M. S., & Mumford, M. D. (1990). *Describing sales position requirements: GE Lighting Division: SME meeting*. General Electric Lighting Division.

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57. Uhlman, C. E., Reiter-Palmon, R., Clifton, T. C., Connelly, M. S., & Mumford, M. D. (1990). *Analyzing sales volume: GE Lighting Division*. General Electric Lighting Division.
58. Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., Uhlman, C. E., & Mumford, M. D. (1990). *Describing sales position requirements: Southern electric: SME meetings report*. General Electric Lighting Division.

## **Presentations to Business and Community Groups and Community Service**

1. Leadership and creativity. Lecture to M/I LEAD. Feb. 1993
2. Leadership and management skills. Lecture to International Management Council (IMC). March 1995.
3. Use of the TaskMaster computer software to generate occupational specific skills. 2 day workshop to members of the Texas Skills Standards Board. Feb. 1998
4. Motivating employees. Half day workshop to supervisors from Monroe-Meyers Institute, UNMC. Feb. 1999
5. Conflict resolution. Half day workshop to supervisors from Monroe-Meyers Institute, UNMC. Feb. 1999
6. Creative leadership. Lecture to Distribution Management Systems User Forum. June 1999.
7. Development of biodata selection instrument for entry level fire fighters for the City of Omaha Fire Department. Fall 2000.
8. Workshop of personal attributes of leadership - The Nebraska Governor's Conference on Community Service. June 2001.
9. Creativity and Innovation in Organizations: Lessons from research. Presentation to the International Management Council (IMC). Dec. 2002.
10. Creativity and leadership: Applying the creative process to problems leaders face. Presentation to the Nebraska Chamber of Commerce. April 2003.
11. Creative Thinking and Problem Solving. Presentation to the Nebraska Association of College Recruiters and Admissions (NACRO). Nov. 2003
12. Leadership and Creativity: How can leaders think more creatively. Presentation to the Sarpy County Business Women Association. Dec. 2005
13. Creative Individuals: Who are they and why they are important. Presentation to Gallup. April 2006
14. Leadership, teams and creativity. Presentation to LOMA, Oct. 2006
15. Creativity and Leadership. Presentation to Habitat for Humanity, Aug. 2007
16. KANEKO creative board advisor, Creative board retreat, Nov. 2007

## **Community Presentations**

17. Presentation at STRATCOM – What is collaboration and why do we care? May 2010