

Thomas M. Cavanagh, PhD

Dominican University of California
Barowsky School of Business
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415-482-1947

EDUCATION

- Ph.D., Industrial and Organizational Psychology** May 2014
Colorado State University, Fort Collins, CO
- M.S., Industrial and Organizational Psychology** May 2012
Colorado State University, Fort Collins, CO
- B.A., Psychology and English (Creative Writing)** May 2006
University of Southern California, Los Angeles, CA

PEER REVIEWED PUBLICATIONS

- Kraiger, K., **Cavanagh, T. M.**, Willis, C. (*conditionally accepted*). The effect of cognitive prompts on older learners' training outcomes. *International Journal of Training and Development*.
- Cavanagh, T. M.**, Leeds, C., Peters, J. M (2019). Increasing oral communication self-efficacy improves oral communication and general academic performance. *Business and Professional Communication Quarterly*.
<https://doi.org/10.1177/2329490619853242>
- Cavanagh, T. M.**, Kraiger, K., Henry, K. (2019). Age-Related Changes on the Effects of Job Characteristics on Job Satisfaction: A longitudinal analysis. *International Journal of Aging and Human Development*. <https://doi.org/10.1177/0091415019837996>
- Cavanagh, T. M.**, Kraiger, K., & Peters, J. (2017). Cognitive prompts fail to moderate the impact of stereotype threat on older adults' training performance. *Journal of Organizational Psychology*, 16(2).
- Cleveland, J. N., Byrne, Z. S., & **Cavanagh, T. M.** (2015). The future of HR is RH: Respect for humanity at work. *Human Resource Management Review*, 25(2), 146-161.
[doi:10.1016/j.hrmr.2015.01.005](https://doi.org/10.1016/j.hrmr.2015.01.005)
- Wolfson, N. E., **Cavanagh, T. M.**, & Kraiger, K. (2014). Older adults and technology-based instruction: Optimizing learning outcomes and transfer. *Academy of Management: Learning and Education*, 13(1), 26-44.

Henry, K., **Cavanagh, T. M.**, & Oetting, E. R. (2011). Perceived parental investment in school as a mediator of the relationships between socio-economic indicators and educational outcomes in rural America. *Journal of Youth and Adolescence*, 40(9), 1164-1177.

Cosand, L., **Cavanagh, T. M.**, Brown, A., Courtney, C. G., Rissling, A. J., Schell, A. M., & Dawson, M. E. (2008). Arousal, working memory, and conscious awareness in contingency learning. *Consciousness and Cognition*, 17, 1105-113.

BOOK CHAPTERS

Cavanagh, T. M. (in press). CHAPTER TITLE. In A. Beyer and J. Peters (Eds.), *For the love of (teaching) undergraduate statistics: Advice, activities, and resources*.

Kraiger, K., & **Cavanagh, T. M.** (2015). Training and personal development. In K. Kraiger, J. Passmore, N. R. dos Santos, S. Malvezzi (Eds.), *The Wiley Blackwell handbook of the psychology of training, development, and performance improvement* (pp. 227-246). Wiley-Blackwell.

CONFERENCE PRESENTATIONS

Rusk, A. E., Amick, B. C., Harell, M. B., Fruiht, V., **Cavanagh, T. M.**, & Wilkerson, J. Michael. (June, 2018). Caught between a rock and a hard place: The challenge of role ambiguity and role conflict facing medicine retailers for malaria in western Kenya. Presentation presented at the International Health Conference, Oxford University, Oxford, UK.

Cavanagh, T. M., & Kraiger, K. (2017, April). *Cheating on online cognitive tests: Prevalence and impact on validity*. Poster presented at the annual meeting of the Society for Industrial Organizational Psychologists, Orlando, FL.

Cavanagh, T. M., Kraiger, K., & Peters, J. M. (2016, April). *Using cognitive prompts to counteract stereotype threat in older trainees*. Poster presented at the annual meeting of the Society for Industrial Organizational Psychologists, Anaheim, CA.

Peters, J. M., **Cavanagh, T. M.**, Stelman, S. A., Sandell, K. J., Weston, J. W., & Byrne, Z. S. (2015, April). *Transformational teachership: How principles of transformational leadership foster student outcomes*. Poster presented at the annual meeting of the Society for Industrial Organizational Psychologists, Philadelphia, PA.

Sitzmann, T., & **Cavanagh, T. M.** (2012, August). The dynamic interplay of learning and self-regulatory processes over time. In H. J. Klein (Chair) and R. A. Noe (Discussant), *New directions in understanding motivation to learn*. Symposium conducted at the meeting of the Academy of Management, Boston, MA.

- Kantrowitz, T., Grelle, D., **Cavanagh, T. M.**, & Frank, B. (2012, April) Influence of test conditions and examinee behavior on UIT reliability. In A. M. Ryan (Chair) & B. Lyons (Co-Chair), *Addressing unproctored internet testing claims and fears: Founded or unfounded?* Symposium conducted at the meeting of the Society of Industrial Organizational Psychologists, San Diego, CA.
- Cavanagh, T. M.** (2012, April). Training older adults: The effect of stereotype threat and metacognitive prompts. In K. Kraiger's (Chair), *Teaching Older Learners New Tricks: Adapting Training for Older Learners*. Symposium conducted at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Wolfson, N. E. & **Cavanagh, T. M.** (2011). *Older adults and technology-based instruction: Optimizing learning outcomes and transfer*. Paper presented at the meeting of Academy of Management, San Antonio, TX.
- Henry, K.L., **Cavanagh, T.M.**, McDonald, J.N. & Oetting, E.R. (2010). *Parental involvement in school as a mediator of the relationship between community disadvantage and high school graduation rates: An application of multilevel mediation*. Poster presented at the annual meeting of the Society for Prevention Research, Denver, CO.
- Cavanagh, T. M.**, Rissling, A. J., Cosand, L. D., Schell, A. M., & Dawson, M. E. (2006). *Awareness and conditioning: Who becomes aware*. Poster presented at the annual meeting of the Society for Psychophysiological Research, Vancouver, BC, Canada.

TEACHING

Assistant Professor of Management

2014FA-Current

Barowsky School of Business

Dominican University of California, San Rafael, CA

- BUS2030: Business Communication and Critical Thinking
- BUS4075: Leadership Theory and Application
- BUS4155: Business Communication: A Cross Cultural Perspective
- BUS4165: Leadership and Change Management
- BUSX7202: Quantitative Methods
- MBA5404: Strategic Leadership for Organizational Performance
- MBA5462: Consulting for Effective Change Leadership
- MBA5464: Innovative Organizational Development Interventions

Adjunct Professor

2015SU

Psychology Department

Colorado State University, Fort Collins, CO

- PSY669: Practicum and Skills Development

Adjunct Professor

2013FA-2014SP

College of Business

Colorado State University, Fort Collins, CO

- MGT320: Contemporary Management Principles and Practices
- MGT310: Human Resource Management

Teaching Fellow

2012FA-2014SP

Psychology Department

Colorado State University, Fort Collins, CO

- PSY210: Psychology of the Individual in Context
- PSY100: Introduction to Psychology

Lab Instructor

2009SP-2012SP

Psychology Department

Colorado State University, Fort Collins, CO

- PSY663: Multivariate Statistics
- PSY653: Methods of Research II
- PSY652: Methods of Research I
- PSY450: Honors Research Methods
- PSY441: Industrial Psychology
- PSY371: Psychological Measurement and Testing
- PSY317: Social Psychology

Teacher of English as a Second Language

2006FA–2007SP

Canada Worldly Education

Guangzhou, Guangdong, People's Republic of China

ORGANIZATIONAL CONSULTING

Supervised Consultant

Feb 2012 – Aug 2012

Client: **Sentis**, Denver, CO

Supervisor: Zinta Byrne, Ph.D.

- Managed research team and serve as liaison to Sentis
- Develoed training program to increase resilience and adaptiability for executive teams

Supervised Consultant

Jan 2012 – Sep 2012

Client: **Poudre Valley Health Services, Fort Collins, CO**

Supervisor: Patty Cantrell

- Developed project proposal to test efficacy of new training system

Supervised Consultant

May 2011 - Dec 2011

Client: **SHL**

Supervisor: Tracy Kantrowitz, Ph.D.

- Facilitated the design of a study testing validity and reliability of a computer adaptive cognitive ability test
- Adapted study protocol for both proctored and unproctored settings
- Supervised data collection

Supervised Consultant

Oct 2010 - Jan 2011

Client: **SHL**

Supervisors: Zinta Byrne, Ph.D. & Kurt Kraiger, Ph.D

- Developed 50 verbal and graphical inductive reasoning items for online employee selection instruments
- Reviewed items from other team members
- Co-wrote technical report documenting project work.

LEADERSHIP AND SERVICE

Leadership instructor

2019SP-Current

Center for Volunteer and Nonprofit Leadership, San Rafael, CA

- Helped redesign and approve over 75 GE courses
- Facilitated pivot from 3 to 4-unit based curriculum

Chair-elect, Faculty Forum

2019FA-Current

Dominican University of California, San Rafael, CA

- Helped redesign and approve over 75 GE courses
- Facilitated pivot from 3 to 4-unit based curriculum

Committee Member, Curriculum and Education Policy

2019FA-Current

Dominican University of California, San Rafael, CA

- Helped redesign and approve over 75 GE courses
- Facilitated pivot from 3 to 4-unit based curriculum

Committee Member, Faculty Compensation

2017SP-Current

Dominican University of California, San Rafael, CA

- Helped redesign and approve over 75 GE courses
- Facilitated pivot from 3 to 4-unit based curriculum

Committee Member, General Education

2014FA-Current

Dominican University of California, San Rafael, CA

- Helped redesign and approve over 75 GE courses
- Facilitated pivot from 3 to 4-unit based curriculum

Board Member, Institute for Leadership Studies

2014FA-Current

Dominican University of California, San Rafael, CA

- Help developed a vision for the institute
- Provide feedback on current leadership programs

Committee Member, Global Education Office 2014FA-Current
Dominican University of California, San Rafael, CA

- Act as liaison between GEO committee and Barowsky faculty
- Assess student applications for the Thomas and Joanne Peterson Endowed Scholarship for Dominican Scholars at Oxford
- Provide feedback on university-wide survey

President, IOPAC August 2010-May 2011
Colorado State University, Fort Collins, CO

- Directed Industrial/Organizational Psychology Association of Colorado (IOPAC) graduate student group
- Conducted weekly meetings
- Coordinated program funding
 - Left organization with budget surplus
- Organized annual conference suite
- Coordinated recruitment weekend for prospective students
- Faculty award nominations

Graduate Student Mentor 2010SP-2014SP
Colorado State University, Fort Collins, CO

- Mentored incoming graduate students in the Industrial and Organizational Psychology program
- Advised students on program requirements, exams, and strategies for success

Student Volunteer, IOPAC 2008FA-2014SP
Colorado State University, Fort Collins, CO

- Assisted with fundraising activities

PROFESSIONAL AFFILIATIONS

Society for Industrial-Organizational Psychology
Academy of Management

GRADUATE COURSEWORK

Industrial Psychology
Organizational Psychology
Advanced Statistics
Multivariate Statistics in Behavioral Sciences
Multi-Level Data Analysis
Advanced Research Methods
Advanced History of Psychology
Practitioner and Consulting Skills

Advanced Leadership Development
Advanced Cognitive Processes
Advanced Measurement
I/O Graduate Seminar: Weekly Discussion
Advanced Social Psychology
Advanced Personality
Employment Law and Implications for I/O
Structural Equation Modeling

Advanced Seminar: Aging and Cognition

Advanced Seminar: Cognition and
Education

AWARDS AND NOMINATIONS

Dominican University Outstanding Teaching Award – nominated 2017SP

Barowsky School of Business Outstanding Teaching Award – nominated 2017SP