

Vita
February, 2007

Personal Data

Name: Charles Kramer Parsons
Birth: June 15, 1953, Minneapolis, Minnesota

Office Address: College of Management
Georgia Institute of Technology
800 West Peachtree St. NW.
Atlanta, Georgia 30308-0520
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Home Address: 3811 Land O' Lakes Dr.
Atlanta, Georgia 30342
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Education

B. A. 1975 University of Minnesota: Major: Psychology
M. A. 1978 University of Illinois: Major: Industrial/Organizational Psychology
Ph.D. 1980 University of Illinois: Industrial/Organizational Psychology

Professional Positions

2004-2006 Faculty Director of Undergraduate Program, College of Management

1992-Present Full Professor: DuPree College of Management, Georgia Institute of Technology

1988-1998 Director of Ph.D. Program: DuPree College of Management, Georgia Institute of Technology

1992-1993 Acting Associate Dean, School of Management, Georgia Institute of Technology

1991-1993 Director of Masters Program: School of Management, Georgia Institute of Technology

1985-1992 Associate Professor: School of Management, Georgia Institute of Technology

1982
Summer Participant in Air Force Office of Scientific Research
Faculty Research Program, Human Resources Laboratory,
San Antonio, Texas

1979-1985 Assistant Professor: College of Management, Georgia
Institute of Technology

Professional Associations

Academy of Management
American Psychological Society
Society for Human Resource Management

Published Journal Papers (refereed)

Humphreys, L. G. and Parsons, C. K. Partialling intelligence: A methodological and substantive contribution. Journal of Educational Psychology, 1977, 60, 212-216.

Humphreys, L. G. and Parson, C. K. Search for a common factor model to explain cross-lagged differences. Applied Psychological Measurement, 1978, 2, 257-267.

Humphreys, L. G. and Parson, C. K. A simplex process model to describe differences between cross-lagged correlations. Psychological Bulletin, 1979, 86, 325-334.

Humphreys, L. G., Parsons, C. K., and Park, R. K. Dimensions involved in differences among school means of cognitive measures. Journal of Educational Measurement, 1979, 16(2), 63-76.

Humphreys, L. G., Park, R. K., and Parsons, C. K. Application of a simplex process model to six years of cognitive development in four demographic groups. Applied Psychological Measurement, 1979, 3(1), 51-64.

Humphreys, L. G. and Parson, C. K. Piagetian tasks measure intelligence and intelligence tests assess cognitive development: A reanalysis. Intelligence, 1979, 80, 369-382.

Parsons, C. K. and Hulin, C. L. Differentially weighting linear models in organizational research: A cross validation comparison of four methods. Organizational Behavior and Human Performance, 1982, 30, 299-311.

Parsons, C. K. and Hulin, C. L. Empirically comparing a unidimensional latent trait model to a hierarchical model in the measurement of job satisfaction. Journal of Applied Psychology, 1982, 826-834.

Parsons, C. K. The identification of people for whom JDI scores are inappropriate. Organizational Behavior and Human Performance, 1983, 31, 365-393.

Drasgow, F. and Parsons, C. K. Application of unidimensional item response theory models to multidimensional data. Applied Psychological Measurement, 1983, 7, 189-199.

Parsons, C. K. and Liden, R. C. Interviewer perceptions of applicant qualifications: A multivariate field study of demographic characteristics and nonverbal cues. Journal of Applied Psychology, 1984, 69(4), 557-568.

Nagao, D. H. and Parsons, C. K. Information centers: Eliminating computer chaos. Business Forum, 1984 (Fall), 19-24.

Adler, P., Jr., Parsons, C. K., and Zolke, S. B. Employee privacy: Legal and research developments and implications for personnel administration. Sloan Management Review, 1985 (Winter), 13-21.

Herold D. M. and Parson, C. K. Assessing the feedback environment in work organizations: Development of the job feedback survey. Journal of Applied Psychology, 1985, 70(2), 290-305.

Parsons, C. K., Herold, D. M., and Leatherwood, M. Turnover during initial employment: A longitudinal study of the role of causal attributions. Journal of Applied Psychology, 1985, 70(2), 337-341.

Liden, R. C. and Parsons, C. K. A field study of job applicant interview perceptions, alternative opportunities, and demographic characteristics. Personnel Psychology, 1986, 39(1), 109-122.

Liden, R.C., Nagao, D.H., & Parsons, C.K. (1987). Student and faculty attitudes concerning the use of group projects. Organizational Behavior Teaching Review, 11.

Greller, M.M. & Parsons, C.K. (1988). Psychosomatic complaints scale of stress: Measure development and psychometric properties. Educational and Psychological Measurement, 48, 1051-1065.

O'Connor, E.J., Liden, R.C., Parsons, C.K. & Herold, D.M. (1990). Implementing new technology: Management issues and opportunities. Journal of High Technology Management and Marketing Research, 1, 73-94.

O'Connor, E.J., Parsons, C.K. and Liden, R.C. (1992). Responses to new technology: A model for future research. Journal of High Technology Management Research, 3, 1, 111-124.

Parsons, C.K., Liden, R.C., O'Connor, E.J., & Nagao, D.H. (1991). Employee responses to technologically driven change: The implementation of office automation in a service organization. Human Relations, 44, 12, 1331-1356.

Greller, M.M., & Parsons, Charles K. (1992). Feedback and feedback inconsistency as sources of strain and self-evaluation. *Human Relations*, 45, 601-621.

Liden, R.C., Martin, C.L., & Parsons, C.K. (1993). Interviewer and applicant behaviors in employment interviews. *Academy of Management Journal*, 36, 2, 372-386.

Martin, C.L., Bennett, N., & Parsons, C.K. (1995). The influence of employee involvement program membership during downsizing: Attitudes toward the employer and the union. *Journal of Management*, 21, 879-890.

Greller, M.M., & Parsons, C.K. (1995). Contingent pay systems and job performance feedback. *Group and Organization Management*, 20, 1, 90-108.

Herold, D.M., Parsons, C.K., & Rensvold, R.B. (1996). Individual Differences in the Generation and Processing of Performance Feedback. *Journal of Educational and Psychological Measurement*, 56, 5-25.

Fedor, D., Parsons, C.K. & Shalley, C.E.. (1996). Organizational comparison processes: Investigating the adoption and impact of benchmarking-related activities. *Journal of Quality Management*, 1, 161-192.

Stilwell, D., Liden, R.C., Parsons, C.K., & DeConinck, J. (1998). Transfer decision making: Different decisions models depending on the transfer conditions? *Journal of Organizational Behaviour*, 19, 539-

Parsons, C.K., Cable, D.M., & Wilkerson, J. M. (1999). Assessment of applicant work values through interviews: The impact of focus and functional relevance. *Journal of Occupational and Organizational Psychology*, 72, 561-566.

Davis, W.D., Fedor, D.B., Parsons, C.K. & Herold, D.M. (2000). The development of self-efficacy during aviation training. *Journal of Organizational Behavior*, 21(8), 857-871.

Cable, D.M., & Parsons, C.K. (2001). Socialization Tactics and Person-Organization Fit. *Personnel Psychology*, 54, 1-24.

Cable, D. M. & Parsons, C.K. (2001). Cutting Off Your Nose to Spite Your Face: A Justice Perspective on Damaging an Alma Mater's Reputational Ranking. *Journal of Applied Social Psychology*, 31, 59-72.

Herold, D.M., Davis, W., Fedor, D.B., & Parsons, C.K. (2002). Dispositional influences on transfer of learning in multistage training programs. *Personnel Psychology*, 55, 851-869

Parsons, C.K., Caylor, E., & Simmons, H.B. (2005). Cooperative education work assignments: The role of organizational and individual factors in enhancing ABET competencies and Co-op well-being. *Journal of Engineering Education*, 94, 309-317.

Martins, L. & Parsons, C.K. (in press). Effects of Gender Diversity Management on Perceptions of Organizational Attractiveness: The Role of Individual Differences in Attitudes and Beliefs. *Journal of Applied Psychology*.

Published Books and Chapters

Hulin, C. L., Drasgow, F., and Parsons, C. K. Item Response Theory: Application to Psychological Measurement, Homewood, Illinois: Dow Jones-Irwin, 1983.

Parsons, C. K. Information Technology: Implications for Human Resource Management. Chapter in 1988 edition of Rowland K. and Ferris, J. Research in Personnel/Human Resource Management, JAI Press.

Liden, R.C. & Parsons, C.K. (1989). Understanding interpersonal behavior in the employment interview: A reciprocal interaction analysis. In R.W. Eder and G.R. Ferris (Eds.) The Employment Interview: Theory, Research, and Practice, Newbury Park, California: SAGE Publications.

Greller, M.M, Parsons, C.K., and Mitchell, D. (1991). Additive effects and beyond: Occupational stressors and social buffers in a police organization. In Stress and Well-Being at Work: Assessments and Interventions for Occupational Mental Health. Quick, J.C., Murphy, L.R., & Hurrell, J.J. Jr. (Eds). Washington, D.C.: American Psychological Association.

Fedor, D.B., & Parsons, C.K. (1995). What is effective performance feedback? In G.R. Ferris & M.R. Buckley (Eds.) Human resources management: Perspectives and issues. Newton, MA: Allyn & Bacon.

Parsons, C.K., Cable, D., & Liden, R.C. (1999). Establishing person-organizational fit. In Eder, R.W., & Harris, M.M. (Eds.) The Employment Interview Handbook. Newbury Park, Cal.: Sage Publications.

Parsons, C.K., Liden, R.C., & Bauer, T.N. (2001). Person perception in employment interviews. In M. London (Ed.) *How People Evaluate Others in Organizations*. Mahwah, NJ: Lawrence Erlbaum Associates.

Shalley, C.E., & Parsons, C.K. (2002). Harassment in the workplace: Recognizing it and your legal liability. In G.R. Ferris, M.R. Buckley, and D.B. Fedor (Eds.). *Human Resources Management: Perspectives, Context, Functions, and Outcomes*. 4th Ed. Upper Saddle River, NJ: Prentice-Hall.

Papers Currently Submitted and Under Review

Parsons, C.K. and Walker, W. (2006). Personal work goals and newcomer affective outcomes: A partial replication and theoretical extension. Submitted to *Journal of Applied Psychology*.

Papers Presented

Humphreys, L. G. and Parsons, C. K. Development of a factor model to account for cross-lagged differences in cognitive abilities. Presented at the 49th Midwestern Psychological Association Convention, Chicago, May, 1977.

Parsons, C. K. A study of the effects of organizational boundary spanning and negotiating latitude on role outcomes. Presented at the 50th Midwestern Psychological Association Convention, Chicago, May, 1978.

Parsons, C. K. Measuring appropriateness in the assessment of job satisfaction. Paper presented at American Psychological Association Convention, New York, 1979.

Herold, D. M. and Parsons, C. K. Some correlates of agreement between supervisory and self ratings of performance. Presented at the Academy of Management Meeting in Detroit, Michigan, August, 1980.

Parsons, C. K., Herold, D. M & Turlington, B. Individual differences in performance feedback preferences. Presented at the Academy of Management Meetings in San Diego, California, August, 1981. (Also included in The Proceedings.)

Parsons, C. K. Empirically investigating the two parameter logistic model in a job satisfaction questionnaire. Presented at the National Meeting of the American Institute for Decision Sciences, Boston, November, 1981.

Parsons, C. K., Leatherwood, M., and Herold, D. M. The importance of positive feedback and causal attribution to turnover. Presented at the National Meeting of the American Institute for Decision Sciences, San Francisco, November, 1982.

Herold, D. M., Parsons, C. K., and Leatherwood, M. Assessing the feedback environment in work organizations. Paper presented at National Meeting of American Institute for Decision Sciences, San Francisco, California, November, 1982.

Parsons, C. K. and Liden, R. C. The influence of nonverbal cues on interviewer perceptions of applicant quality. Paper presented at National Meeting of American Institute for Decision Sciences, San Antonio, Texas, November, 1983.

Liden, R. C. and Parsons, C. K. Applicant self-esteem, reactions to the interview, and job chance beliefs. Paper presented at National Meeting of American Institute for Decision Sciences, Toronto, November, 1984.

Herold, D. M. and Parsons, C. K. Individual differences in seeking and processing performance feedback information. Presented at the Annual Meetings of the American Psychological Association, Los Angeles, California, August, 1985.

Liden, R. C. and Parsons, C. K. A field study of job applicant interview perceptions, alternative opportunities, and demographic characteristics. Presented at the Annual Meetings of the American Psychological Association, Los Angeles, California, August, 1985.

Parsons, C. K., Liden, R. C., Underwood, K., and Dienesch, R. Causal attributions and turnover: An extension. Presented at the Annual Meeting of the American Institute for Decision Sciences, Las Vegas, Nevada, November, 1985.

Parsons, C. K. and Herold, D. M. The impact of congruence between individual feedback preferences and organizational feedback environments. Presented at the Annual Meetings of the Academy of Management, Chicago, Illinois, 1986.

Liden, R. C., Parsons, C. K., and Nagao, D. H. A longitudinal investigation on the effects of office automation on perceived job characteristics and attitudes. Presented at the August, 1987 national meetings of the Academy of Management, New Orleans, Louisiana.

O'Connor, E. J., Liden, R. C., Parsons, C. K., and Herold, D. M. Behavioral Issues surrounding the implementation of high technology. Presented at "Managing the High Technology Firm," Boulder, Colorado, January 14-15, 1988.

Herold, D., Yoon, B., and Parsons, C. K. The effects of experience with plant automation on attitudes towards future automation. Accepted for the annual meetings of the Society of Mechanical Engineers, 1988.

Parson, C. K. and James, L. A. An item response theory approach to improved estimation of moderator effects in Industrial/Organizational Psychology. Presented at the April 1988 meetings of the Society of Industrial/Organizational Psychology, Dallas, Texas.

O'Connor, E.J., Parsons, C.K., and Liden, R.C. (1989). Implementing new technology: A model for future research. Presented at the August, 1989 meetings of the Academy of Management, Washington, D.C.

Greller, M.M., & Parsons, C.K. (1990). Feedback and Feedback Inconsistency as Sources of Stress in a Police Organization. Presented at the April, 1990 meetings of the Society for Industrial/Organizational Psychology, Miami, FL.

Parsons, C.K., & Stilwell, C.D. (1990). Perceptions of work environments: Searching for PC_g. Presented at the August, 1990 meetings of the Academy of Management, San Francisco, Cal.

Stilwell, C.D., Liden, R.C., & Parsons, C.K.(1990). Building on a Model of Transfer Decision Making under Different Transfer Conditions. Presented at the August, 1990 meetings of the Academy of Management, San Francisco, Cal.

Liden, R.C., Parsons, C.K., & Martin, C.L. (1990). Interviewer and Applicant Behaviors in Employment Interviews. Presented at the August, 1990 meetings of the Academy of Management, San Francisco, Cal.

Greller, M.M, Parsons, C.K., and Mitchell, D. (1990). Additive effects and beyond: Occupational stressors and social buffers in a police organization. Paper presented at the November, 1990 APA/OSHA conference on Work and Well-Being, Washington, D.C.

Herold, D.M., Parsons, C.K., & Rensvold, R. (1991). The development and role of self-generated feedback in a training environment. Paper presented at the June, 1991 Convention of the American Psychological Society, Washington, D.C..

Martin, C.L., Parsons, C.K., & Underwood, K. (1991). The impact of quality circle membership on attitudes toward the organization and the union. Presented at the November, 1991 meetings of the Southern Management Association, Atlanta, Georgia.

Parsons, C.K., & Maurer, T.J. (1993). Refining cutting scores through item response theory. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, Cal.

Parsons, C.K., Herold, D.M., Fedor, D., Rensvold, R., Goodman, J., & Davis, W. (1994). Development of an extended version of a measure of performance feedback propensities. Paper presented at the 1994 annual meeting of the American Psychological Society., Washington D.C.

Herold, D.M., & Parsons, C.K. (1994). Individual differences in feedback propensities and the effectiveness of computer-based learning. Paper presented at Computers in Psychology '94 Conference, York, England, Sept. 22, 1994.

Davis, W., Parsons, C.K., & Herold, D.M. (1995). Source, Message, and Recipient Characteristics Affecting Feedback Seeking and Intentions to Utilize Sent Feedback. Presented at the 1995 Southern Management Association Meetings in Orlando, Florida.

Parsons, C.K., Cable, D., & Liden, R.C. Role of the Employment Interview in Establishing Person-Organization Fit. Presented as part of Symposium titled "The Employment Interview: New Developments in Theory and Research" at the Academy of Management meetings, Boston, Mass., August 8-13, 1997.

Davis, W.D., Fedor, D.B., Parsons, C.K., & Herold, D.M. The development of self-efficacy during aviation training: A longitudinal field investigation. Presented at the Academy of Management Meetings, San Diego, Cal., August 8-12, 1998.

Herold, D.M., Parsons, C.K., Fedor, D.B., & Davis, W.D. Individual differences in feedback propensities and their relationship to training performance. Presented at the Academy of Management Meetings, San Diego, Cal., August 8-12, 1998.

Parsons, C.K., Herold, D.M., & Fedor, D.B. The development of self-efficacy during training: The role of the multidimensional performance feedback environment. Presented at the Academy of Management Meetings, Chicago, IL, August, 1999.

Cable, D.M., & Parsons, C.K. Cutting off your nose to spite your face: Effects of procedural and distributive justice on students' decisions to damage the reputational rankings of their alma maters. Presented at the Academy of Management meetings, Chicago, IL, August, 1999.

Cable, D.M., & Parsons, C.K. Establishing Person-Organization fit during organizational entry. Presented at the Academy of Management Meetings, Chicago, IL, August, 1999.

Parsons, C.K., Liden, R.C., & Bauer, T.N. Person perception in employment interviews. A Symposium on Person Perception in Organizations at the Society for Industrial and Organizational Psychology Meetings, San Diego, Cal., April, 2001.

Martins, L. and Parsons, C.K. (2005). Role of diversity programs and gender composition in organizational attractiveness. Paper presented at the 2005 Academy of Management Meetings, Honolulu, Hawaii, August, 2005.

Parsons, C.K., and Simmons, H. S. (2006). Newcomer Socialization in co-op work assignments. Paper presented at the 2006 meetings of the American Association of Engineering Education Meetings, Chicago, Illinois, June, 2006.

Parsons, C.K. and Walker, W. (2006). Personal work goals and newcomer affective outcomes: A partial replication and theoretical extension. Paper presented at the 2006 Academy of Management Meetings, Atlanta, Georgia, August, 2006.

External Funding

1. The effects of multidimensional tests on parameter estimation in Item Response Theory models. Submitted to and awarded by the Air Force Office of Scientific Research. Summer support for summer of 1982; approximately \$10,000.
2. Multidimensional Tests and Item Bias. Submitted to and awarded by the Air Force Office of Scientific Research. Summer support for summer of 1983; approximately \$12,000.

3. Distributed Computer-Supported Team Work. Submitted to and awarded by the Army Institute for Research in Management Information and Computer Sciences. Summer-Fall, 1989; \$113, 641 including subcontracts.
4. Individual Feedback Propensities and their Effects on Motivation, Training Success, and Performance. Awarded by the Army Research Institute. 1992-1994; \$389,767.43 for 3 years (with Profs. David Herold and Donald Fedor).
5. The Role of Employee Performance Feedback in Implementing Effective Quality Programs. Awarded by Georgia Tech as part of IBM Total Quality Program. 1993-1994. \$10,000 for 1 year (with Prof. David Herold).
6. Workplace Transformation & Human Resource Practices in the Pulp & Paper Industry. Awarded by Institute of Paper & Science Technology from Sloan Foundation grant. 2001-2002. \$97,686 for 1 year (with Steven Vallas, HTS and Nathan Bennett, MGT).
7. Newcomer Socialization in Co-op Work Assignments. Awarded by the Cooperative Education Division. 2003-2004. \$5000.

Service

Served on Search Committee for new COM Undergraduate Program Director (2005)
Serving on the Institute Undergraduate Research Committee (2005-)
Serving on the Institute Honors Program Committee (2005-)
Serving on International Plan Coordinating Committee (2005-)
Chair, College of Management Undergraduate Committee (2003-2005)
Member of Academic Senate (2004-2005)
Serving on Institute Program Review Committee (2004-2006)
Serving on Institute Undergraduate Curriculum Committee (2002-2007)
Serving on IUCC Subcommittee on General Education
Serving on College of Management Undergraduate Committee (1999-present)
Acting as President and faculty advisor to Georgia Tech chapter of Beta Gamma Sigma
Served on Provost Search Committee 2000-2001.
Served on College of Management Promotion and Tenure Committee (1999-2002)
Served on College of Management Master's Committee (1983-1986).
Serving as Chairman of the College of Management Ph.D. Committee and Director of Program (1988-1998)..
Served on Institute Graduate Committee (1985-1989).
Served on Research Advisory Council (1985-1987).
Served on Institute Committee on Development and Assessment of Teaching Proficiency.
Served as Chairman of the Institute Graduate Committee (1988/1989)
Served on Organizational Behavior/Psychology Committee for Georgia Tech Reorganization (1988/1989)
Participated in President's Scholarship program (1987-present).

Served on Campus Committee on Evaluation of Academic Administrators (1990)
Served on School of Management Dean's Search Committee (1991/92)
Serving on Management of Technology Program Committee
Serving as School of Management Liaison to Computer Integrated Manufacturing Systems Committee
Served as "faculty friend" for freshman students as part of campus ASSET program (1992,94).
Served on Search Committee for the Director of the School of Psychology (1994/95).
Served as Chair of the School's Personnel Committee (1995/96)
Serving on 1999/2001 DuPree College of Management Promotion and Tenure Committee
Serving on 1999/2001 Dupree College of Management Undergraduate Committee (Chair in 2001)
Serving on Provost Search Committee (2000-2001)

Executive Education and Management Development

March, 1994. Presented Module on Human Resource Management in United States to visiting Taiwanese Students (CETRA program).

1994-2003. Presented Module on Human Resource Management for Georgia Tech Management Institute and Middle Management Program (numerous Sessions).

1995-2002. Presented Module on Leading and Motivating Technical Managers for the Program for Technical Managers at Georgia Tech (numerous sessions).

October, 1995. Presented Module on Human Resource Management in United States to visiting students from Shanghai as part of Municipal Leaders Program.

2001. Presented Module on Human Resource Management for Project Management Institute (Fall and Spring)

2002-2005 Presented Human Resource Modules in Project Management Institute

2003-2005 Presented Human Resource Module for management development program in the Center for Paper Business and Industry Studies

Editorial Review Board

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