

**Curriculum Vitae for
Alan D. Mead**

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Education

Ph.D., University of Illinois at Urbana-Champaign, May, 2000
Major: Industrial/Organizational Psychology
Minor: Social Psychology and Quantitative Psychology (split minor)
Thesis: Properties of a Resampling Validation Technique for Empirically Scored Psychological Assessments (Chair: Fritz Drasgow)

M.A., University of Illinois at Urbana-Champaign, May 1992
Major: Industrial/Organizational Psychology
Thesis: Effects of administration medium: A meta-analysis (Chair: Fritz Drasgow)

B.A. in Psychology, University of Illinois at Urbana-Champaign, June 1988

Teaching Interests

Quantitative Methods

- ◆ Psychometrics
- ◆ Applications of item response theory
- ◆ Structural equations modeling
- ◆ Meta-analysis
- ◆ Basic and advanced quantitative analysis

Basic and Applied Psychology

- ◆ Individual Differences
- ◆ Introduction to industrial and organizational psychology
- ◆ Personnel selection
- ◆ Methods of job analysis
- ◆ Negotiation and mediation
- ◆ Personality theory and assessment

Information Systems

- ◆ Data management and processing
- ◆ Computerized and Internet-based data collection
- ◆ Semantic search and approximate string matching
- ◆ Introduction to computer programming

Research Interests

- ◆ Security, technical, legal and psychometric issues in assessment
- ◆ Individual differences in ability, personality, values, and motivation in the areas of work performance, decision-making, and conflict management
- ◆ Improving quantitative methodologies and promoting their effective use
- ◆ Assessment based on cognitive and personality process models of behavior
- ◆ Latent semantic analysis and other natural language processing technologies for datamining and qualitative research
- ◆ Technology's impact on research and groups

In preparation

Scott, J., & Mead, A. D. (In preparation). Foundations of measurement (working title). In N. Tippins & S. Adler (Eds), *Technology-Enhanced Assessment of Talent*. SIOP Professional Practice Series.

Tawney, M. W. & Mead, A. D. (In preparation). *A comparison of empirical keying methods*.

Mead, A. D., Morris, S. B., & Blitz, D. L. (In preparation). *Open-source IRT: A comparison of BILOG-MG and ICL features and item parameter recovery*.

Mead, A. D. & Drasgow, F. (In preparation). *Examination of a resampling procedure for empirical keying*.

Mead, A. D. & Blitz, D. L. (In preparation). *Comparability of paper and computerized psychological measures: Review and integration*.

Mead, A. D. (In preparation). *Latent semantic analysis for job matching*.

Liao, C., & Mead, A. D. (In preparation). Benchmark simulations for unfolding models.

Soni, H., & Mead, A. D. (In preparation). *A comparison of two multiple-group DIF methods*.

Journals

Mead, A. D. (2006). An introduction to multistage testing. *Applied Measurement in Education*, 19(3), 185-187.

Ellis, B. B. & Mead, A. D., (2000). Assessment of the measurement equivalence of a Spanish translation of the 16PF Questionnaire. *Educational and Psychological Measurement*, 60(5), 787-807.

Olson-Buchanan, J. B., Drasgow, F., Moberg, P. J., Mead, A. D., Keenan, P. A., & Donovan, M. A. (1998). Interactive video assessment of conflict resolution skills. *Personnel Psychology*, 51, 1-24.

Erwin, F., W. , & Mead, A. D. (1997). The Law Enforcement Candidate Record (LECR). *Security Journal*, 8, 113-116.

Drasgow, F., Levine, M., V., Tsien, S., Williams, B., Mead, A. D. (1995). Fitting polychotomous item response theory models to multiple-choice tests. *Applied Psychological Measurement, 19*, 143-165

Maydeu-Olivares, A., Drasgow, F. & Mead, A. (1994). Distinguishing among parametric item response models for polychotomous ordered data. *Applied Psychological Measurement, 18*, 245-256.

Mead, A. D., & Drasgow, F. (1993). Equivalence of computerized and paper-and-pencil cognitive ability tests: A meta-analysis. *Psychological Bulletin, 114*, 449-458.

Book Chapters

Cattell, H. E. P., & Mead, A. D. (2008). The sixteen personality factor questionnaire (16PF). In G.J. Boyle, G. Matthews, & D.H. Saklofske (Eds.) *The SAGE Handbook of Personality Theory and Assessment: Vol 2 Personality Measurement and Testing* (pp. 135-159). Thousand Oaks, CA: Sage.

Mead, A. D. (2005). Reliability: Definitions and Estimation. In B. Everitt and D. Howell (Eds.). *Encyclopedia of Statistics in Behavioral Science*, vol. 4. Wiley: Chichester, UK.

Ellis, B. B. & Mead, A. D., (2002). Item analysis: Theory and practice using classical and modern test theory. In S. G. Rogelberg (Ed.), *Handbook of research methods in industrial and organizational psychology*. Blackwell: Malden, MA.

Drasgow, F., Olson, J. B., Keenan, P., Moberg, P., & Mead, A. (1993). Computerized Assessment. In G. R. Ferris and K. M. Rowland (Eds.), *Research in personnel and human resources management, Vol. 11*. Greenwich, CT: JAI Press.

Conference and Meeting Presentations

Mead, A. D. (Chair; 2009). *New directions in test security and cheating detection research*. Invited Symposium, presented at the annual meeting of the National Council on Measurement in Education in San Diego, CA.

Mead, A. D. (2009). *Tracking stolen items using steganographic watermarking*. Paper presented at the annual meeting of the National Council on Measurement in Education in San Diego, CA.

Liao, C., & Mead, A. D. (2009). Fit of ideal-point and dominance IRT models to simulated data. Paper presented at the twenty-fourth annual meeting of the Society for Industrial and Organizational Psychology in New Orleans, LA.

Sowinski, D., Towler, A. & Mead, A.D. (2009, April). *The effects of climate strength on the service chain model*. Paper presented at the twenty-fourth annual meeting of the Society for Industrial and Organizational Psychology in New Orleans, LA.

- Mead, A.D. (2008, April). *A comparison of K-fold and leave-one-out cross-validation of empirical keys*. Paper presented at the twenty-third annual meeting of the Society for Industrial and Organizational Psychology in San Francisco, CA
- DeVille, J.O., Mead, A.D., & Kaufman, J.D. (2008, April). *Evaluating the Equivalence of Dell's Employee Survey Across Countries and Languages*. Paper presented at the twenty-third annual meeting of the Society for Industrial and Organizational Psychology in San Francisco, CA
- Mead, A.D., Wothke, W., & Zhang, Y. (2008, March). *ICL and ETIRM: Open Source IRT Estimation Software for Researchers*. Workshop presented at the annual meeting of the National Council on Measurement in Education (NCME) New York City, NY.
- Soni, H., Mead, A. D., & Morris, S. B. (April, 2007). *A comparison of multigroup DIF methods for assessing measurement equivalence*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Kaufman, J. D., Mead, A. D., Rauzi, T., DeVille, J. O. (April, 2007). *An empirical investigation of the stability of employee engagement*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Mead, A. D., & Rauzi, T. (April, 2006). *Identifying key drivers from survey data: Comparing regression to CHAID*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Rauzi, T., Mead, A. D., & Agnew, B. O. (April, 2005). *I can handle the truth! Impact of "objectives statements" on multirater feedback*. Society for Industrial and Organizational Psychology, Los Angeles, California.
- Mead, A. D. (April, 2005). LAMP-based testing on the web. In *Getting Started with Computer-Based Testing* (Master Tutorial, S. S. Chuah, Chair). Society for Industrial and Organizational Psychology, Los Angeles, California.
- Mead, A. D. (April, 2005). *A longitudinal evaluation of latent semantic analysis for job matching*. Society for Industrial and Organizational Psychology, Los Angeles, California.
- Mead, A. D. (April, 2004). *Recent advances in item response theory research*. (Discussant; M. Zickar, Chair). Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Mead, A. D., Brittingham, P. D., Breithaupt, K., & Goldman, A. (April, 2004). *Automated scoring for high-fidelity accounting simulations*. Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Mead, A. D. & Drasgow, F. (April, 2003). *Examination of a resampling procedure for empirical keying*. Society for Industrial and Organizational Psychology, Orlando, Florida.
- Mead, A. D. & Blitz, D. L. (April, 2003). *Comparability of paper and computerized psychological measures: Review and integration*. Society for Industrial and Organizational Psychology, Orlando, Florida.

- Mead, A. D. (April, 2003). *Meeting the challenge of innovative, large-scale, high-stakes, computer-based testing* (Symposium Chair). National Council on Measurement in Education Conference, Chicago, Illinois.
- Mead, A. D., Evans, J., & Zhang, Y. O. (April, 2003). *A report on cloning and calibrating items for the Uniform CPA exam*. National Council on Measurement in Education Conference, Chicago, Illinois.
- Mead, A. D. (April, 2002). *Creating alternate forms: An investigation into three methods of item cloning* (Symposium presentation). Society for Industrial and Organizational Psychology, Toronto, Canada.
- Mead, A. D. & Coussons-Read, M. E. (April, 2002). *The equivalence of paper- and web-based versions of the 16PF Questionnaire* (Symposium presentation). Society for Industrial and Organizational Psychology, Toronto, Canada.
- Mead, A. D. (April, 2001). *How well does web-based testing work? Results from a survey of NetAssess™ users* (Symposium presentation). Society for Industrial and Organizational Psychology, San Diego, CA.
- Downey, R.G. (Chair), Hartford, R. L., Mead, A.D., Overton, R. C., & Zickar, M. (April, 2000). *Classical/IRT Test Methods: Which do I use and When?* (Panel Discussion). Society for Industrial and Organizational Psychology, New Orleans, LA.
- Mead, A. D., Ellis, B. B., & Bedwell, S. (April, 2000). *How to use the new rules in cross-cultural personality scale comparisons* (Symposium presentation). Society for Industrial and Organizational Psychology, New Orleans, LA.
- Mead, A. D., Russell, M., & Bedwell, S. (August, 1999). *Personality Assessment for Law Enforcement Officers: CAQ & LEADR*. (Invited presentation). Annual meeting of the police psychology division of APA, Boston, MA.
- Schuerger, J. M., & Mead, A. D. (April, 1999). *Fitting people to jobs: A comparison of three approaches*. (Symposium presentation). Society for Industrial and Organizational Psychology, Atlanta, GA.
- Mead, A. D. (April, 1999). *Providing meaningful feedback for omnibus personality measures*. (Symposium presentation). Society for Industrial and Organizational Psychology, Atlanta, GA.
- Adcox, K., Taylor, W., & Mead, A. D. (April, 1999). *Selecting safer state troopers by leveraging normal personality*. (Symposium presentation). Society for Industrial and Organizational Psychology, Atlanta, GA.
- Baute, P., & Mead, A. D. (April, 1999). *Alternative validation strategies for small-N settings*. (Symposium presentation). Society for Industrial and Organizational Psychology, Atlanta, GA.

- Ellis, B., & Mead, A. D. (July, 1998). *Equivalence of the 16PF in Spanish and English*. (Symposium presentation). International Congress of Applied Psychology, San Francisco, CA.
- Mead, A. D., Lord, W., Sistedos, N., & Gillette, I. (July, 1998). *Equivalence of the Cattellian personality model in four western cultural contexts*. (Symposium presentation). International Congress of Applied Psychology, San Francisco, CA.
- Mead, A. D., Segall, D. O., Levine, M. V., & Williams, B. A. (April, 1997). *Multidimensional assessment for multidimensional minds: Leveraging the computer to assess personality comprehensively, accurately, and briefly*. (Symposium Presentation) Society for Industrial and Organizational Psychology, St. Louis, MO.
- Mead, A. D. & Shull, C. K. (April, 1996). *Item response theory parameter estimate invariance: The effect of an unrepresentative calibration sample*. (Poster Presentation) Society for Industrial and Organizational Psychology, San Diego, CA.
- Mead, A. D. & Drasgow, F. (April, 1994). *An empirical scoring method*. (Symposium) Society for Industrial and Organizational Psychology, Nashville, TN.
- Hulbert, L., Mead, A. D., & Komorita, S. S. (October, 1993). *Limited communication in a social dilemma*. Paper presented at the Southern Conference on Philosophy, New Orleans, LA.
- Drasgow, F., Keenan, P.A., Olson, J.O., Moberg, P.J., & Mead, A.D. (April, 1991). *Multi-media computerized assessments of individuals*. (Symposium) Society for Industrial and Organizational Psychology, St. Louis, MO.
- Drasgow, F., Keenan, P. A., Olson, J. O., Moberg, P. J., & Mead, A. D. (June, 1991). *Compas: A computerized assessment system*. International Personnel Management Association Assessment Council meeting, Chicago, IL.
- Carnevale, P.J., & Mead, A. (May, 1990). *Decision frames in the mediation of disputes*. Presented at the Annual Meeting Judgment Decision Making Society, New Orleans, LA.
- Lim, R. G., Williams, B., McCusker, C., Mead, A., Thomasson, G. L., Drasgow, F., & Levine, M. V. (May, 1989). *A non-parametric polychotomous model and estimation procedure*. Presented at the Office of Naval Research Conference on Model-Based Psychological Measurement, Norman, OK.

Technical Reports and Professional Papers

- Mead, A. D. (Unpublished manuscript). *Equating Fourth and Fifth Editions of the 16PF Questionnaire*. Champaign, IL: IPAT.
- Mead, A. D. (2000). *Correlates of the Fifth Edition Reasoning scale*. Champaign, IL: IPAT.
- Mead, A. D. & Kelly, M. L. (1999). *Why use personality in selection?*. In M. L. Kelly (Ed.), *16PF Select Manual: The Select Solution*. IPAT: Champaign, IL.

Mead, A. D. & Kelly, M. L. (1999). Job performance modeling for the 16PF Select. In M. L. Kelly (Ed.), *16PF Select Manual: The Select Solution*. IPAT: Champaign, IL.

Mead, A. D. (1999). Does the 16PF questionnaire measure the Big Five? Champaign, IL: IPAT.

Mead, A. D. (1998). Validation of a Spanish Fifth Edition Reasoning scale. Champaign, IL: IPAT.

Mead, A. D. (1997). Selecting items for the power subtests of GATB forms E and F. Grosse Pointe Farms, MI: HRStrategies.

Teaching Experience

Differential Psychology. Graduate level course on individual, group, and cultural differences including: personality, intelligence, mood, motivation, vocational interests, culture, group differences and behavioral genetics.

Compensation. Graduate level course on compensation, including: basics (concepts, terminology, and techniques of compensation management), major compensation models and their application, laws and regulation, and hands-on experience applying compensation management techniques.

Psychometrics. Graduate level psychometrics course covering classical test theory; generalizability theory; item response theory; and applications of IRT.

Research Methods. Laboratory for undergraduate research methods class. I delivered a series of lectures on basic and experimental statistics and on data preparation and analysis. I coached students in conducting and documenting a field research study.

Undergraduate Statistics. Undergraduate psychology foundation course on statistical methods, including: fundamentals (describing data, graphing, normal distribution, and probability), hypothesis testing, correlation and regression, chi-square and non-parametric tests, and meta-analysis. Lecture and SPSS lab work.

Validity Generalization, Synthetic Validity and Utility Analysis. Graduate level course on these technical topics in Industrial and organizational psychology. Included two hands-on projects.

Structural Equations Modeling. Graduate level course on SEM including background, path analysis (without latent variables), CFA, structural models, and multi-group analyses. Included one hands-on project.

Training Experience

Mead, A.D., Wothke, W., & Zhang, Y. (2008, March). *ICL and ETIRM: Open Source IRT Estimation Software for Researchers*. Workshop presented at the annual meeting of the National Council on Measurement in Education (NCME) New York City, NY.

- Mead, A. D., McKnight, P. E., & Zhang, Y. O. (April, 2003). *Open-source software for IRT analysis: An introduction to the use of IRT command language software and related software*. National Council on Measurement in Education Conference, Chicago, Illinois.
- Mead, A. D., Russell, M. T., & Bedwell, S. E. (August, 1999). *The LEADR and CAQ*. (Product presentation). Pre-APA Division 39 CEU Training Day. Boston Police Headquarters, Boston, MA.
- Mead, A. D. (August, 1999). *An introduction to Internet testing*. IPAT Internal Training Seminar, Savoy, IL.
- Mead, A. D. (March, 1998). *Test development and validity*. IPAT Internal Training Seminar, Savoy, IL.
- Mead, A. D. (January, 1993). *Reliability, validity, and small-N settings*. Greater Illinois Chapter of the International Personnel Management Association, Decatur, IL.

Reviewing and Other Professional Experience

- ◆ *Journal of Business and Psychology*, Consulting Editor; Ad hoc reviewer
- ◆ *Applied Measurement in Education*, Special Edition on Multistage testing, Guest Editor
- ◆ *Journal of Applied Psychology*, Ad hoc reviewer
- ◆ *Educational and Psychological Measurement*, Ad hoc reviewer
- ◆ *Personnel Psychology*, Ad hoc reviewer
- ◆ *British Journal of Psychology*, Ad hoc reviewer
- ◆ *Acta Psychologica*, Ad hoc reviewer
- ◆ *Accident Analysis & Prevention*, Ad hoc reviewer
- ◆ Society of Industrial and Organizational Psychology Conference, Reviewer
- ◆ SIOP 2006 Conference Program Committee member
- ◆ National Council on Measurement in Education Conference, Reviewer
- ◆ APSSC Small Grant Award competition, Reviewer
- ◆ Numerous evaluations of assessments, research, and products at the Institute for Personality and Ability Testing

Professional Society Memberships

American Psychological Association
 National Council on Measurement in Education
 Society for Industrial and Organizational Psychology
 Academy of Management (membership lapsed)

Certifications

- ◆ LPIC-1 (Linux system administrator)
- ◆ Linux+ (Junior Linux system administrator)
- ◆ Certified LEADer Assessor

Employment History

**Assistant Professor,
Institute of Psychology,
Illinois Institute of Technology**

August 2007 – Present

Taught graduate and undergraduate courses, mainly on quantitative topics (e.g., psychometric theory, validity generalization, synthetic validity). Supervised master's and doctoral students' thesis research.

**Scientific Advisor,
Center for Research and Service,
Illinois Institute of Technology**

June 2007 – Present

Provided consulting products and services to Center clients, mainly around psychometrics. Provided psychometric training. Supervised students associates in client work and product development.

**Visiting Assistant Professor,
Institute of Psychology,
Illinois Institute of Technology**

January 2007 – May 2007

Taught graduate courses, mainly on quantitative topics (e.g., psychometric theory, validity generalization, synthetic validity). Supervised master's and doctoral students' thesis research.

Senior Research Consultant, PAQ Services

July 2004 – January 2007

Responsible for a series of varied, successful research projects, including: Web services; Datamining SEC filings; Managing ERI's Distance Learning Center; and Semantic search software development.

Psychometrician, AICPA

March 2002 – July 2004

Hired by the American Institute of Certified Public Accountants to provide technical depth to the psychometric team designing the next-generation computerized CPA examination.

Senior Manager, Aon Management Consulting

December 2000 – January 2002

Responsible for client project management and execution. Assisted with product development.

**Chief psychometrician, Linux Professional Institute
(professional activity)**

February 1999 – April 2002

Involved in all aspects of development and delivery of a Linux certification exam.

Institute for Personality and Ability Testing

May 1996 - December 2000

Research scientist. Responsible for original research and development, including product development.

Programming manager. Managed a team of programmer analysts responsible for product development, technical service, and routine IS maintenance.

Laboratory member, Model-Based Measurement Laboratory May 1996 - July 1998
(professional activity)
Participated in laboratory activities aimed at developing a non-parametric multidimensional IRT model for personality data.

Senior Consultant, HRStrategies/Aon Consulting May 1993 - May 1996
Provided expert advice to industry leaders, governmental agencies, and other I/O consultants about cutting-edge assessment technologies.

Independent Consulting February 1992 - December 1992
Developed psychometrics for an adaptive assessment of programmer potential under the supervision of Prof. Fritz Drasgow.

University of Illinois September 1987 - May 1993
Teaching Assistant. Taught two laboratory sections of "Research Methods in Social Psychology: Field Settings" under the supervision of Prof. Fritz Drasgow and Dr. Gila Budescu. Prepared lectures, exercises, evaluations, and laboratory materials (including detailed SAS and OpenWindows exercise tutorials); advised advanced undergraduates in execution of original research.

Research Assistant to Prof. Fritz Drasgow. Through the course of several projects, wrote FORTRAN and Pascal code to conduct Monte-Carlo simulations, deliver videodisc-based multimedia assessment, computerized in-basket assessment, and a flexible adaptive testing engine. Research focused on computerized assessment, polytomous IRT models, and appropriateness measurement.

Research Assistant to Prof. Peter Carnevale. Gathered and analyzed data using SAS and Pascal programs; participated in the design, implementation and presentation of original social conflict research. Supervised three undergraduate research assistants.

Undergraduate Research Assistant to Prof. Elke Weber. Analyzed data using SAS and FORTRAN programs on IBM mainframe.

Software Projects and Expertise

I am an experienced programmer. A list of my software projects is available upon request. I have written scientific computing applications, computer simulations, and dynamic websites. I have a high degree of familiarity with several development tools (Delphi, Perl, SQL, Linux) as well as most common statistical and productivity applications (SAS, SPSS, Microsoft Office, OpenOffice, etc.). I also have a high degree of familiarity with statistical modeling software such as BILOG, Parscale, and LISREL.

Involvement with Students

PhD Students, completed

Noelle Newhouse (Chair)
Jennifer Weiss
Teresa Pappas
Kristen Fortmann
David Sowinski

PhD Students, underway

Rebecca Roller (Chair)
Daniel Spizzuco (Chair)
Ariel Siskind (Chair)
Sandra Nelson
Ben-Roy Do
Susan Adams

MA Students, completed

Chenwei Liao (Chair)
Harini Soni (Chair)
Rebecca Roller
Jason Raad
Fernando Arena
Benjamin Fearing
Brooke Glover

MA Students, underway

Sohini Roy (Chair)
Roger Dimitrov (Chair)
Brendan Neuman (Chair)
Heiko Dorenwendt (Chair)
Sarah Rusakiewicz (Chair)

University Service

- ◆ Review Committee for Director of the Institute of Psychology (Spring 2007)
- ◆ Human Subjects Pool Ad Hoc Committee (Spring 2008)