

CURRICULUM VITAE

Lori L. Foster

CONTACT INFORMATION

Department of Psychology
North Carolina State University
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EDUCATION

University of South Florida, Tampa, Florida
Major: Industrial/Organizational Psychology
Minor: Instructional Technology
Degree: Ph.D., 1999

University of South Florida, Tampa, Florida
Major: Industrial/Organizational Psychology
Degree: M.A., 1997

Augusta College, Augusta, Georgia
Major: Psychology
Minor: Business Administration
Degree: B.A., Summa Cum Laude, 1994

MAJOR RESEARCH AND PROFESSIONAL INTERESTS

Industrial-organizational psychology; behavioral economics; ethical AI; workforce development; sustainable development; psychology applied to policy.

PROFESSIONAL EXPERIENCE

Academic Appointments

- April, 2015 – present: Honorary Professor, School of Management Studies, Faculty of Commerce, University of Cape Town, Cape Town, South Africa.
- August, 2012 – present: Professor of Psychology, North Carolina State University, Raleigh, North Carolina.
- August, 2006 – August, 2012: Associate Professor of Psychology, North Carolina State University, Raleigh, North Carolina.
- August, 2004 – August, 2006: Assistant Professor of Psychology, North Carolina State University, Raleigh, North Carolina.
- August, 1999 – May, 2004: Assistant Professor of Psychology, East Carolina University, Greenville, North Carolina.
- August 1996 - December 1996: Industrial/Organizational Psychology course instructor, University of South Florida, Lakeland, Florida.
- August 1994 - April 1995: Graduate Teaching and Research Assistant, University of South Florida, Tampa, Florida.

Visiting Appointments

- August, 2019 – May 2022: Visiting Scholar, Center for Advanced Hindsight, Duke University, Durham, North Carolina.
- March, 2018 – present: Behavioural Insights Advisor, United Nations Children's Fund (UNICEF), New York.
- March-December, 2016: Behavioural Sciences Advisor, United Nations Secretariat, New York.
- October, 2016 – December, 2017: Academic Affiliate, Office of Evaluation Sciences, General Services Administration, Washington, DC.
<https://oes.gsa.gov/team/>
- November, 2014 – September 2016: Fellow, White House Social and Behavioral Sciences Team, Washington, DC.
- December, 2011: Visiting Research Fellow, Lee Kong Chian School of Business, Singapore Management University, Singapore.
- May-July, 2011: Visiting Scholar, Institute for International Integration Studies, Trinity College Dublin, Ireland.
- December, 2010: Visiting Research Fellow, Lee Kong Chian School of Business, Singapore Management University, Singapore.
- July – August, 2010: Department of Psychology, University of Valencia, Spain.
- June – July, 2010: Department of Psychology, University of Barcelona, Spain.
- May – June, 2009: Department of Psychology, University of Bologna, Italy.
- June – July, 2009: London Business School, UK.
- November, 2008 – May, 2009: School of Applied Business, Otago Polytechnic, Dunedin, New Zealand.
- August, 2008 – September, 2008: College of Technology, Purdue University, West Lafayette, Indiana.

Applied Appointments

- July, 2018 – present: Head of Behavioral Science, pymetrics.
- May, 2014 – October, 2017: Consultant, United States Army Special Operations Command, Fort Bragg, North Carolina.
- October-December, 2017: Behavioral Sciences Advisor, Aboab, Jeddah, Saudi Arabia.
- March-May, 2017: Research Consultant, Organisation for Economic Co-operation and Development (OECD), Paris, France.
- November, 2001 – 2014: Senior Research Fellow, Army Research Institute, Fort Bragg, North Carolina.
- July, 2006 – 2013: Consultant, Human Resource Tactics, Arlington, Virginia.
- November, 2007 – August, 2009: Consultant, Horizon Performance, Cary, North Carolina.
- June, 2007 – December, 2007: Consultant, Special Psychological Applications Corporation, Southern Pines, North Carolina.
- April, 2004 – July, 2007: Senior Associate, SWA Consulting, Inc., Raleigh, North Carolina.
- November, 2003 – November, 2005: Survey Consultant, Greenville Utilities Commission, Greenville, North Carolina.
- May, 1997 – June, 1999: Research Associate, Personnel Decisions Research Institutes, Inc. (PDRI), Tampa, Florida.
- December 1996 - August 1997: Program Evaluation Intern, Healthy Families Pinellas, Tampa, Florida.
- April 1996 - August 1996: Survey Research Intern, R'Club, St. Petersburg, Florida.
- August 1995 - May 1996: Promotional Exam Development Contractor, Personnel Decisions Research Institutes, Inc. (PDRI), Tampa, Florida.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS AND SOCIETIES

- Academy of Management (AOM)
- American Association for the Advancement of Science (AAAS)
- American Psychological Association (APA),** Divisions 14 and 52
- Association for Psychological Science (APS)**
- European Association of Work and Organizational Psychology (EAWOP)
- Global Organisation for Humanitarian Work Psychology (GOHWP)
- International Association of Applied Psychology (IAAP), Division 1
- North Carolina I-O Psychologists (NCIOP)
- North Carolina State University Academy of Outstanding Teachers
- Phi Kappa Phi Honor Society
- Psi Chi Honor Society
- Society for Industrial and Organizational Psychology (SIOP)**

**Elected Fellow

PROFESSIONAL SERVICE

Boards and Committees

Member, Society for Industrial-Organizational Psychology (SIOP) Executive Board.

- External Affairs Portfolio Officer, SIOP Executive Board, 2010-2013.
- APA Council Representative, 2013-2016
- Communications Portfolio Officer, 2017-2020.

Member, Green Growth Knowledge Platform Behavioral Insights Research Committee (in collaboration with UNEP, UNECA, the Global Green Growth Institute, and World Bank). 2016-present.

<http://www.greengrowthknowledge.org/research-programme/behavioural-insights>

Member, UNESCO World Reference Levels Experts Group, 2014-present.

Member, Federation of Associations in Behavioral and Brain Sciences (FABBS) Executive Board, 2016-present.

Chair, SIOP Committee to the United Nations Economic and Social Council (ECOSOC), 2016-2017; member, 2012-present.

Member, HERE to HERE business council, 2018-present.

Member, #OpenupYourThinking Research Bootcamp, JET Educational Services, March 2020 – present. *Providing guidance and review for bootcamp research projects looking at macro, meso, and micro level implications of COVID-19 on South African education.*

Member, Planning Committee, U.S. National Academies of Science Engineering, and Medicine workshop, *Exploring the Frontiers of Innovation to Tackle Microbial Threats*, July-December 2019.

Chair, United Nations Institute for Training and Research session on behavioral insights applied to sustainable consumption, June 2017.

Member, Psychology Day at the United Nations Advisory Committee, 2014-2017.

Member, Board of Directors, Americans for UNESCO, 2014-2017.

Co-chair, Psychology Day at the United Nations, 2013-2014.

Member, American Psychological Association Council of Representatives, 2013-2016.

Member, American Psychological Association Committee on International Relations in Psychology, 2012-2015.

Publicity Chair, United Nations Psychology Coalition Executive Committee, 2012-2015.

Secretary/Newsletter/Historian, NCIOP Executive Committee, 2005-2014.

Chair, IAAP-1 Task Force on Humanitarian Work Psychology, 2010-2014.

Member, SIOP Program Review Committee, 2002-2014.

Member, Psychology Day at the United Nations Program Committee, 2012-2013.

Member, Business Operations Advisory Committee, College of Humanities and Social Sciences, North Carolina State University, 2011-2012.

Science Chair, SIOP Leading Edge Consortium, 2011.

Member, SIOP Graduate Student Scholarship Committee, 2008-2009.
 Chair, NCIOP Executive Committee, 2004-2005.
 Vice Chair, NCIOP Executive Committee, 2003-2004.
 Member, SIOP S. Rains Wallace Dissertation Award Committee, 2004-2006.
 Member, SIOP Electronic Communications Committee, 2002-2004.

Editorships

Editor, *NCIOP Flyer*, 2005-2014.
 Associate Editor, *Ergometrika*, 2006-2010.
 Co-editor, Special issue of the *Journal of Organizational Behavior* (JOB) on
 Humanitarian Organizational Behavior (with Stuart C. Carr and Ines
 Meyer). 2018-2019.

Editorial Board Memberships

Editorial Board Member, *TIP*, 1997 – 2002; 2005 – 2015.
 Editorial Board Member, *Ergometrika*, 2004 – 2006.
 Editorial Board Member, *Journal of Organizational Behavior*, 2002 – 2012.

Ad Hoc Reviewing

Journal of Communication, 2017.
Career Development International, 2006.
Ergometrika, 2003.
Field Methods, 2007.
*Getting Action from Organizational Surveys: New Concepts, Technologies, and
 Applications* (Edited volume; Jossey-Bass), 2005.
Group Dynamics: Theory, Research, and Practice, 2000; 2005.
Human Factors, 2009; 2011.
Human Resource Management Journal, 2003.
Humanitarian Work Psychology (Edited volume; Palgrave-Macmillan), 2011.
International Journal of Electronic Business, 2004.
International Journal of Information Technology & Decision Making, 2002.
Internet, Processing, Systems, and Interdisciplinary Research, 2004.
Journal of Applied Psychology, 2010.
Journal of Applied Social Psychology, 2011.
Journal of Cognitive Engineering and Decision Making, 2010.
Journal of Computer-Mediated Communication, 2006.
Journal of Organizational Behavior, 2002.
Military Psychology, 2008.
Organizational Research Methods, 2004; 2005; 2010.
Personnel Psychology, 2006; 2007.
Psychology and Marketing, 2007.
Technology and Well-being (Edited volume; Cambridge University Press), 2008.
Transactions on Internet Research, 2005.

AWARDS AND DISTINCTIONS

- Distinguished Alumna Award, College of Science and Mathematics, Augusta University, 2018.
- Finalist, O. Max Gardner Award, 2017.
North Carolina State University's nominee for the statewide award that goes to "that member of the faculty of the Consolidated University of North Carolina, who, during the current scholastic year, has made the greatest contribution to the welfare of the human race."
- University Faculty Scholar, North Carolina State University, 2013-2017.
- Faculty Fellow, North Carolina State University, At Home in the World Initiative, 2013.
- Elected Fellow, Association for Psychological Science (APS), 2012.
- Elected Fellow, American Psychological Association (APA), 2012.
- Elected Fellow, Society for Industrial and Organizational Psychology (SIOP), 2012.
- North Carolina State University Office of Faculty Development "Thank a Teacher" Award, 2011.
- Appointed EU Erasmus Mundus Scholar in Humanitarian Work Psychology, 2010.
- Highly Commended Award, Emerald LiteratiNetwork, 2010, for article published in *Personnel Review*.
- SIOP "Top Poster" designation for conference papers co-authored in 2006 and 2008.
- North Carolina State University Outstanding Teacher Award, 2006-2007.
- North Carolina State University Panhellenic Association Outstanding Educator Award, 2004-2005
- East Carolina University Friends of Nontraditional Students Award, 2002
- East Carolina University Hazel F. Stapleton Memorial Excellence in Teaching Award, 2001-2002
- Phi Kappa Phi Graduate Honorable Mention and Fellowship Award, 1994
- Co-recipient of the Psychology Student of the Year award, Augusta State University, 1994
- Augusta State University exchange scholarship to attend the University of Sundsvall in Sweden, August, 1992 - December, 1992
- Augusta State University Faculty Award of Excellence, 1991

COURSES TAUGHT

Undergraduate

Industrial / Organizational Psychology
 Psychological Statistics
 Research Methods
 Social Psychology

Graduate

Training Research

Computer-Mediated Work Behavior
 Humanitarian Work Psychology
 Organizational Careers
 Preparing the Professoriate (Teaching Mentorship Program)
 Professional Development in I-O Psychology
 The Changing Nature of Work: Emerging Issues in I-O Psychology

BOOKS (Edited and Authored)

Oswald, F. L., Behrend, T. S., & **Foster, L. L.** (Eds.). (2019). *Workforce readiness and the future of work* (SIOP Frontiers Series). New York, NY: Routledge.

Griffith, R. L., **Foster Thompson, L.**, & Armon, B. (Eds.). (2014). *Internationalizing the curriculum in organizational psychology*. New York, NY: Springer.

Coovert, M. D., & **Foster Thompson, L.** (Eds.). (2013). *The psychology of workplace technology* (SIOP Frontiers Series). New York, NY: Routledge Academic.

Olson-Buchanan, J. B., Bryan, L. K., & **Foster Thompson, L.** (Eds.). (2013). *Using I-O psychology for the greater good: Helping those who help others* (SIOP Frontiers Series). New York, NY: Routledge Academic.

Coovert, M. D., & **Foster Thompson, L.** (2001). *Computer supported cooperative work: Issues and implications for workers, organizations, and human resource management*. Thousand Oaks, CA: Sage.

REFEREED CHAPTERS / ENTRIES IN EDITED VOLUMES

(* indicates student author)

Foster, L. L., & Viale, T. (in press). The changing nature of work and organizations in sustainable development. In B. J. Hoffman, M. K. Shoss, & L. A. Wegman (Eds.), *The Cambridge handbook of the changing nature of work*.

O'Neil, S., *Lace, A., & **Foster, L. L.** (in press). Behavioral change, behavioral insights, and human rights. In N. S. Rubin & R. Flores (Eds.), *Cambridge handbook of psychology and human rights*.

Foster, L. L., & Kumpf, B. (2019). Work in the developing world: Technology as a barrier, technology as an enabler. In R. Landers (Ed.), *Cambridge handbook of technology and employee behavior* (pp. 672-707). Cambridge, United Kingdom: Cambridge University Press.

Glossenberg, A., **Foster, L. L.**, & Carr, S. C. (2019). Good intentions are not enough: Applying best practices from humanitarian aid to evaluate the impact of corporate social responsibility on beneficiaries. In A. McWilliams, D. E. Rupp, D. S. Siegel, G. K. Stahl, & A. Waldman (Eds.), *The Oxford handbook of corporate social responsibility: Psychological and organizational perspectives* (pp. 48-69). New York, NY: Oxford University Press.

Keevy, J., Rein, V., Chakroun, B., & **Foster, L. L.** (2019). Credentialing in the 21st century: Looking beyond the event horizon. In F. L. Oswald, T. S. Behrend, & L. L. Foster (Eds.), *Workforce readiness and the future of work* (pp. 232-249). New York, NY: Routledge.

*Coats, M. R., & **Foster, L. L.** (2017). Group decision making techniques. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2nd edition) (pp. 574-578). Thousand Oaks, CA: Sage.

*Gloss, A. E., McCallum, S., & **Foster, L. L.** (2016). Putting human capabilities to work: A person-centered approach to international skills development. In I. McWha-Hermann, D. C. Maynard, & M. O. Berry (Eds.), *Humanitarian work psychology and the global development agenda: Case studies and interventions* (pp. 85-99). London: Routledge/Taylor & Francis Group.

Behrend, T. S., *Gloss, A. E., & **Foster Thompson, L.** (2013). Global development through the psychology of workplace technology. In M. D. Coovert & L. F. Thompson (Eds.), *The psychology of workplace technology* (pp. 261-283). New York, NY: Routledge Academic.

Behrend, T. S., & **Foster Thompson, L.** (2013). Combining I-O psychology and technology for an environmentally sustainable world. In A. H. Huffman and S. R. Klein (Eds.), *Green organizations: Driving change with I-O psychology* (pp. 300-322). New York, NY: Routledge.

Carr, S. C., **Foster Thompson, L.**, Reichman, W., McWha, I., Marai, L., MacLachlan, M., & Baguma, P. (2013). Humanitarian work psychology: Concepts to contributions. *SIOP White Paper Series*. Bowling Green, OH: Society for Industrial and Organizational Psychology, Inc.

*Gloss, A. E., & **Foster Thompson, L.** (2013). I-O psychology without borders: The emergence of humanitarian work psychology. In J. B. Olson-Buchanan, L. K. Bryan, & L. F. Thompson (Eds.), *Using I-O psychology for the greater good: Helping those who help others* (pp. 353-393). New York, NY: Routledge Academic.

Atkins, S. G., & **Foster Thompson, L.** (2012). Online volunteers and SmartAid. In S. C. Carr, M. MacLachlan, & A. Furnham (Eds.), *Humanitarian work psychology* (pp. 266-292). New York, NY: Palgrave-Macmillan.

Harman, R. P., & **Foster Thompson, L.** (2012). E-recruitment. In Z. Yan (Ed.), *Encyclopedia of cyber behavior* (pp. 525-536). Hershey, PA: IGI Global.

Foster Thompson, L., & Mayhorn, C. B. (2012). Aging workers and technology. In J. W. Hedge & W. C. Borman (Eds.), *Oxford handbook of work and aging* (pp. 341-361). NY: Oxford University Press.

Foster Thompson, L., & Atkins, S. G. (2010). Technology, mobility, and poverty reduction. In S. C. Carr (Ed.), *The psychology of global mobility* (pp. 301-322). NY: Springer.

Foster Thompson, L., & Gillan, D. J. (2010). Social factors in human-robot interaction. In M. Barnes & F. Jentsch (Eds.), *Human-robot interactions in future military operations* (pp. 67-81). Brookfield, VT: Ashgate Publishing Company.

Foster Thompson, L., & Spector, P. E. (2009). Industrial-organizational psychology. In W. G. Emener, M. A. Richard, & J. J. Bosworth (Eds.), *A guidebook to human service professions: Helping college students explore opportunities in the human services field* (pp. 116-127). Springfield, Illinois: Charles C. Thomas Publishers.

Foster Thompson, L. (2007). Group decision making techniques. In S. G. Rogelberg (Ed.), *The encyclopedia of industrial and organizational psychology* (Vol. 1, pp. 289-292). Thousand Oaks, CA: Sage.

Foster Thompson, L., & Coovert, M. D. (2006). Understanding and developing virtual computer-supported cooperative work teams. In C. Bowers, E. Salas, and F. Jentsch (Eds.), *Creating high-tech teams: Practical guidance on work performance and technology* (pp. 213-241). Washington, DC: American Psychological Association.

Coovert, M. D., **Foster Thompson, L., & Craiger, J. P.** (2005). Technology. In J. Barling, K. Kelloway, & M. Frone (Eds.), *Handbook of work stress* (pp. 299-324). Thousand Oaks, CA: Sage.

Foster Thompson, L., & Spector, P. E. (2003). Industrial/Organizational psychology. In M. A. Richard & W. G. Emener (Eds.), *I'm a people person: A guide to human service professions* (pp. 131-144). Springfield, Illinois: Charles Thomas Publishers.

Coovert, M. D., & **Foster Thompson, L.** (2002). Technology and workplace health. In J. C. Quick & L. E. Tetrick (Eds.), *Handbook of occupational health psychology* (pp. 221-241). Washington, DC: American Psychological Association.

SELECTED ARTICLES IN PROGRESS

Glosenberg, A., Behrend, T., Tracey, T., Blustein, D., & **Foster, L. L.** (under review). Are women interested? Considering the role of career interests and gender in equitable career outcomes.

Glosenberg, A., Ward, M. K., Pollack, J., **Foster, L. L.**, Kirkman, B. L., & Pond, S. B. (under review). Self-efficacy is not enough: A meta-analysis of gender inequality's effects on the relationship between self-efficacy and entrepreneurial success for women.

*Noble, S., *Saville, J., & **Foster, L. L.** (under review). Examining virtual reality learning acceptance using the unified theory of acceptance and use of technology.

REFEREED ARTICLES / PROCEEDINGS

(* indicates student author)

Foster, L. L., *MacLennan, M., & *Lace, A. (in press). Behavioral insights for sustainable development. *Integration and Trade Journal*.

Kumpf, B., Buckel, A., & **Foster, L. L.** (in press). Behavioral insights and data science: Emerging opportunities and challenges for public policy-making. *Integration and Trade Journal*.

Glosenberg, A., Tracey, T. J. G., Behrend, T. S., Blustein, D. L., & **Foster, L. L.** (2019). Person-vocation fit across the world of work: Evaluating the generalizability of the circular model of vocational interests and social cognitive career theory across 74 countries. *Journal of Vocational Behavior*, 112, 92-108.

Media coverage: <http://time.com/4487297/high-paying-jobs-personality/>

Meyer, I., Carr, S. C., & **Foster, L. L.** (2018). Humanitarian organizational behavior. *Journal of Organizational Behavior*, 39, 543-544.

Wright, N., & **Foster, L. L.** (2018). Improving disaster response through the science of work. *International Journal of Disaster Risk Reduction*, 31, 112-120.

Harman, R. P., Ellington, J. K., Surface, E. A., & **Foster Thompson, L.** (2015). Exploring qualitative training reactions: Individual and contextual influences on trainee commenting. *Journal of Applied Psychology*, 100, 894-916.

Martínez-Moreno, E., Zornoza, A., Orengo, V., & **Foster Thompson, L.** (2015). The effects of team self-guided training on conflict management in virtual teams. *Group Decision and Negotiation*, 24, 905-923.

*Stoughton, J. W., **Foster Thompson, L.**, Meade, A. W. (2015). Examining applicant reactions to the use of social networking websites in pre-employment screening. *Journal of Business and Psychology*, 30, 73-88.

*Gloss, A. E., McCallum, S., & **Foster Thompson, L.** (2014). Industrial-organizational psychology and the United Nations sustainable development goals. *Organizational Psychology*, 4(3), 87-94.

- *Kuo, E. W., & **Foster Thompson, L.** (2014). The influence of disposition and social ties on trust in new virtual teammates. *Computers in Human Behavior*, *37*, 41-48.
- *Gissel, A. L., **Foster Thompson, L.**, & Pond, S. B. (2013). A theory-driven investigation of prospective applicants' intentions to submit video résumés. *Journal of Applied Social Psychology*, *43*, 2449-2461.
- *Gregory, C. M., Meade, A. W., & **Foster Thompson, L.** (2013). Understanding Internet recruitment via signaling theory and the elaboration likelihood model. *Computers in Human Behavior*, *29*, 1949-1959.
- *Stoughton, J. W., **Foster Thompson, L.**, & Meade, A. W. (2013). Big five personality traits reflected in job applicants' social media postings. *Cyberpsychology, Behavior, and Social Networking*, *16*, 800-805.
- Watson, A. M., **Foster Thompson, L.**, *Rudolph, J. V., *Whelan, T. J., Behrend, T. S., & Gissel, A. L. (2013). When big brother is watching: Goal orientation shapes reactions to electronic monitoring during online training. *Journal of Applied Psychology*, *98*, 642-657.
- Behrend, T. S., & **Foster Thompson, L.** (2012). Using animated agents in learner-controlled training: The effects of design control. *International Journal of Training and Development*, *16*, 263-283.
- Behrend, T. S., *Toaddy, S. R., **Foster Thompson, L.**, & *Sharek, D. J. (2012). The effects of avatar appearance on interviewer ratings in virtual employment interviews. *Computers in Human Behavior*, *28*, 2128-2133.
- Grayson, M. S., Newton, D. A., & **Foster Thompson, L.** (2012). Payback time: The association of debt and income with medical student career choice. *Medical Education*, *46*, 983-991.
- *Martínez-Moreno, E., Zomoza, A., González-Navarro, P., & **Foster Thompson, L.** (2012). Investigating face-to-face and virtual teamwork over time: When does early task conflict trigger relationship conflict? *Group Dynamics: Theory, Research, and Practice*, *16*, 159-171.
- Behrend, T. S., & **Foster Thompson, L.** (2011). Similarity effects in online training: Effects with computerized trainer agents. *Computers in Human Behavior*, *27*, 1201-1206.

Foster Thompson, L., Zhang, Z., & Arvey, R. D. (2011). Genetic underpinnings of survey response. *Journal of Organizational Behavior, 32*, 395-412.

*Vignovic, J. A., & **Foster Thompson, L.** (2010). Computer-mediated cross-cultural collaboration: Attributing communication errors to the person versus the situation. *Journal of Applied Psychology, 95*, 265–276.

Newton, D. A., Grayson, M. S., & **Foster Thompson, L.** (2010). Money, lifestyle, or values? Why medical students choose subspecialty vs. general pediatric careers. *Clinical Pediatrics, 49*, 116-122.

*Behrend, T. S., *Baker, B. A., & **Foster Thompson, L.** (2009). Effects of pro-environmental recruiting messages: The role of organizational reputation. *Journal of Business and Psychology, 24*, 341-350.

Stone-Romero, E. F., Alvarez, K., & **Foster Thompson, L.** (2009). The construct validity of conceptual and operational definitions of contextual performance and related constructs. *Human Resource Management Review, 19*, 104-116.

Foster Thompson, L., & *Aspinwall, K. R. (2009). The recruitment value of work/life benefits. *Personnel Review, 38*, 195-210.

Recipient of the 2010 Highly Commended Award, Emerald LiteratiNetwork. Up to three such awards administered annually.

Foster Thompson, L., *Sebastianelli, J. D., & Murray, N. P. (2009). Monitoring online training behaviors: The awareness of electronic surveillance hinders e-learners. *Journal of Applied Social Psychology, 39*, 2191-2212.

Foster Thompson, L., & Surface, E. A. (2009). Promoting favorable attitudes toward personnel surveys: The role of follow-up. *Military Psychology, 21*, 139-161.

Foster Thompson, L., *Whelan, T. J., & Covert, M. D. (2009). From doing to delegating: Knowledge workers and the adoption of software agents. *Ergonomika, 6*, 1-19.

*Behrend, T. S., **Foster Thompson, L.,** Meade, A. W., Newton, D. A., & Grayson, M. S. (2008). Measurement invariance in careers research: Using IRT to study gender differences in medical students' specialization decisions. *Journal of Career Development, 35*, 60-83.

*Poncheri, R., *Lindberg, J. T., **Foster Thompson, L.,** & Surface, E. A. (2008). A comment on employee surveys: Negativity bias in open-ended responses. *Organizational Research Methods, 11*, 614-630.

Foster Thompson, L., *Braddy, P. W., & Wuensch, K. L. (2008). E-recruitment and the benefits of organizational web appeal. *Computers in Human Behavior, 24*, 2384-2398.

Foster Thompson, L., & Surface, E. A. (2007). Employee surveys administered online: Attitudes toward the medium, non-response, and data representativeness. *Organizational Research Methods, 10* (2), 241-261.

Dierdorff, E. C., Surface, E. A., Meade, A. W., **Foster Thompson, L.,** & Martin, D. L. (2006). Group differences and measurement equivalence: Implications for command climate survey research and practice. *Military Psychology, 18* (1), 19-37.

Foster Thompson, L., Newton, D. A., & Grayson, M. S. (2006). Factors contributing to the persistence of general pediatric career interests during medical school. *Pediatric Academic Society, E-PAS2006:59:4895.508*.

*Blair, C. A., **Foster Thompson, L.,** & Wuensch, K. L. (2005). Electronic helping behavior: The virtual presence of others makes a difference. *Basic and Applied Social Psychology, 27* (2), 171-178.

Grayson, M. S., Newton, D. A., & **Foster Thompson, L.** (2005). Money isn't everything: Which career values determine whether students will become general internists? *Journal of General Internal Medicine, 20* (Suppl 1), 160.

Newton, D. A., Grayson, M. S., & **Foster Thompson, L.** (2005). The variable influence of lifestyle and income on medical students' career specialty choices: Data from two U.S. medical schools, 1998-2004. *Academic Medicine, 80* (9), 809-814.

*Lewis, C. E., **Foster Thompson, L.,** Wuensch, K. L., Grossnickle, W. F., & Cope, J. G. (2004). The impact of recipient list size and priority signs on electronic helping behavior. *Computers in Human Behavior, 20* (5), 633-644.

Newton, D. A., **Foster Thompson, L.,** & Grayson, M. S. (2004). Career choices of medical students pursuing pediatrics: What predicts intentions to subspecialize? *Pediatric Research, 55* (Suppl 2), 356A.

*Braddy, P. W., **Foster Thompson, L.,** Wuensch, K. L., & Grossnickle, W. F. (2003). Internet recruiting: The effects of web page design features. *Social Science Computer Review, 21* (3), 374-385.

Foster Thompson, L., & Coovert, M. D. (2003). Teamwork online: The effects of computer conferencing on perceived confusion, satisfaction, and post-discussion accuracy. *Group Dynamics: Theory, Research, and Practice, 7* (3), 135-151.

Foster Thompson, L., & *Lynch, B. J. (2003). Web-based instruction: Who is inclined to resist it and why? *Journal of Educational Computing Research*, 29 (3), 375-385.

Foster Thompson, L., Surface, E. A., Martin, D. L., & Sanders, M. G. (2003). From paper to pixels: Moving personnel surveys to the Web. *Personnel Psychology*, 56 (1), 197-227.

Grayson, M. S., Newton, D. A., **Foster Thompson, L.,** & Whitley, T. W. (2002). Has the pendulum swung? Increasing failure over time to sustain interest in primary care careers. *Proceedings of the 41st Research in Medical Education segment of the 113th annual meeting of the Association of American Medical Colleges (AAMC)*, 28.

Foster Thompson, L., & Coover, M. D. (2002). Stepping up to the challenge: A critical examination of face-to-face and computer-mediated team decision making. *Group Dynamics: Theory, Research, and Practice*, 6 (1), 52-64.

Foster Thompson, L., *Meriac, J. P., & Cope, J. G. (2002). Motivating online performance: The influences of goal setting and Internet self-efficacy. *Social Science Computer Review*, 20 (2), 149-160.

*Williamson, C. L., Cope, J. G., **Foster Thompson, L.,** & Wuensch, K. L. (2002). Policy capturing as a tool to enhance recruiting. *Career Development International*, 7 (3), 159-166.

Foster Thompson, L., & Coover, M. D. (2001). From doing to delegating: Knowledge workers and the adoption of intelligent agent technology. *Advances in infrastructure for electronic business, science, and education on the Internet* (Vol. 2, pp. 1-12). L'Aquila, Italy: SSGRR.

Foster, L. L., & Coover, M. D. (2000). "Intelligent" team decision making. *Proceedings of the CHI 2000 Conference on Human Factors in Computing Systems*, 153-154.

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NON-REFEREED PUBLICATIONS

Foster, L. L. (2019) The present of work. *People Science*. Retrieved from <https://peoplescience.maritz.com/Articles/2019/The-Present-of-Work>

*MacLennan, M., & **Foster, L. L.** (2019). Applying behavioural insights at the United Nations in 2019: A year in review. <https://medium.com/@mary.maclennan/applying-behavioural-insights-at-the-united-nations-in-2019-a-year-in-review-e70c749d45cf>

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- *Gloss, A. E., Scott, J. C., Rupp, D. E., Saari, L., **Foster Thompson, L.**, Osicki, M., & *Mallory, D. (2014, October). Setting global human development goals: The role for industrial-organizational psychology. *The Industrial-Organizational Psychologist*, 52 (2), 167-171.
- Grayson, M. S., Newton, D. A., & **Foster Thompson, L.** (2013). Response to Walsh and Homer on medical student indebtedness. *Medical Education*.
- McWha, I., *Gloss, A. E., *Godbout, J., Marai, L., *Abdul-Nasiru, I., **Foster Thompson, L.**, & Berry, M. O. (2013). Humanitarian work psychology: An emerging community of practice in I-O psychology. *Cross-Cultural Psychology Bulletin*, 45-46, 6-16.
- Foster Thompson, L.** (2009). Humanitarian work psychology: Examining work and organizational psychology’s role in global poverty reduction. *International Association of Applied Psychology (IAAP) Division 1 Newsletter*, 2, 27-31.
- Foster Thompson, L.** (2009). Organizational psychology’s role in poverty reduction. *The IAAP Bulletin*, 21 (4), 14-16.
- Foster Thompson, L.**, Gilmore, D. C., & Cope, J. G. (2004). Spotlight on local I-O organizations: NCIOP celebrates 10 years of survival. *The Industrial-Organizational Psychologist*, 42 (2), 81-85.
- Riddle, D. L., & **Foster Thompson, L.** (2002). Early careers: Here’s to *your* success. *The Industrial-Organizational Psychologist*, 40 (1), 46-56.
- Foster Thompson, L.**, & Riddle, D. L. (2002). Early careers currency exchange: The importance of being up-to-date and broadly informed. *The Industrial-Organizational Psychologist*, 39 (4), 68-78.
- Riddle, D. L., & **Foster Thompson, L.** (2002). Early careers: Revising the rules for marathon training. *The Industrial-Organizational Psychologist*, 39 (3) 71-78.
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- Riddle, D. L., & **Foster Thompson, L.** (2001). Early careers: Putting it in writing. *The Industrial-Organizational Psychologist*, 39 (1), 120-130.
- Foster Thompson, L.**, & Riddle, D. L. (2001). Early careers: It’s time for our annual review. *The Industrial-Organizational Psychologist*, 38 (4), 111-121.

- Riddle, D. L., & **Foster, L. L.** (2001). Early careers: Balance due. *The Industrial-Organizational Psychologist*, 38 (3), 96-105.
- Foster, L. L.** (2000). Effects of computer-mediated communication and intelligent agent assistance on team decision-making. *Dissertation Abstracts International Section B: The Sciences and Engineering*, 60(8-B), 4282.
- Foster, L. L.**, & Riddle, D. L. (2000). Early careers: In dogged pursuit of success. *The Industrial-Organizational Psychologist*, 38 (1), 129-138.
- Riddle, D., & **Foster, L. L.** (2000). Early careers: A bit of advice on the side. *The Industrial-Organizational Psychologist*, 37 (4), 108-118.
- Foster, L. L.**, and Riddle, D. (2000). Early careers: Enhancing your organizational smarts. *The Industrial-Organizational Psychologist*, 37 (3), 110-119.
- Riddle, D., & **Foster, L. L.** (1999). Early careers: Another new beginning. *The Industrial-Organizational Psychologist*, 37 (2), 96-100.
- Riddle, D., & **Foster, L. L.** (1999). TIP-TOPics for students. *The Industrial-Organizational Psychologist*, 36 (4), 94-100.
- Foster, L. L.**, Riddle, D., & Bulger, C. A. (1999). TIP-TOPics for students. *The Industrial-Organizational Psychologist*, 36 (3), 44-50.
- Riddle, D., & **Foster, L. L.** (1998). TIP-TOPics for students. *The Industrial-Organizational Psychologist*, 36 (2), 43-50.
- Foster, L. L.**, Riddle, D., & Tubre, T. (1998). TIP-TOPics for students. *The Industrial-Organizational Psychologist*, 36 (1), 67-73.
- Riddle, D., **Foster, L. L.**, & Kihm, J. (1998). TIP-TOPics for students. *The Industrial-Organizational Psychologist*, 35 (4), 57-68.
- Foster, L. L.**, Riddle, D., Donovan, M. A., Drasgow, F., & Pulakos, E. (1998). TIP-TOPics for students. *The Industrial-Organizational Psychologist*, 35 (3), 17-27.
- Riddle, D., & **Foster, L. L.** (1997). TIP-TOPics for students. *The Industrial-Organizational Psychologist*, 35 (2), 49-56.
- Foster, L. L.**, & Riddle, D. (1997). TIP-TOPics for students. *The Industrial-Organizational Psychologist*, 35 (1), 70-74.
- Foster, L. L.**, & Coovert, M. D. (1997). TIPical trends: An examination of the evolution of TIP. *The Industrial-Organizational Psychologist*, 34 (3), 97-107.

PROFESSIONAL PRESENTATIONS

Invited Presentations

Foster, L. L. (2020, April 3). Using behavioural science to change organisations. Presentation to be delivered virtually to the Organisation for Economic Co-operation and Development (OECD's) Network of Economic Regulators, Paris, France

Foster, L. L. (2020, March 24). *Using industrial and organizational psychology for sustainable development*. Invited lecture, Meredith College, Raleigh, NC.

Foster, L. L. (2019, December 13). *Commencement address*. Augusta University, Augusta. Recording here: <https://www.facebook.com/AugCSM/videos/dr-lori-fosters-commencement-speech-fall-2019/2182196378753624/>

Foster, L. L. (2019, November). *Behavioral science in public policy*. Keynote address delivered at the Doing Good with Behavioral Economics Conference, Tel Aviv, Israel. Media coverage: <https://www.themarket.com/allnews/1.8120184>

Foster, L. L. (2019, October). Behavioral science, sports, and the prevention of violent extremism. Invited remarks delivered at a United Nations Institute for Training and Research (UNITAR) Event, Behavioural Insights Week, New York City, NY. Coverage here: <https://unitar.org/about/news-stories/news/unitar-and-partners-event-behavioral-insights-and-sports-preventing-violent-extremism>

Foster, L. L. (2019, September). *Behavioral insights in policy making*. Keynote address delivered at the Lahore School of Economics Symposium on Behavioral Economics in Policy Making, Lahore, Pakistan.

Foster, L. L. (2019, August). *Entrepreneurship development: Improving business through psychologically informed personal initiative training*. Training delivered to small business owners in Durban, South Africa.

Foster, L. L. (2019, July). *Using behavioral insights and artificial intelligence to minimize bias and maximize potential*. Keynote address delivered at the International Personnel Assessment Council (IPAC), Minneapolis, MN.

Foster, L. L. (2019, July). *From awareness to action: Confronting unconscious bias*. Invited address delivered at the Global Summit of Women. Basel, Switzerland.

Foster, L. L. (2019, June). *Using behavioural science to strengthen public services*. Invited address delivered at United Nations Public Service Forum and Awards Ceremony organized by the United Nations Department of Economic and Social Affairs (UN DESA) and hosted by the government of the Republic of Azerbaijan. Baku, Azerbaijan.

- Foster, L. L.** (2019, April). *Using behavioral insights for greater environmental sustainability*. Invited address delivered at BX Arabia, Beirut, Lebanon.
- Foster, L. L.** (2019, March). *Behavioral insights at the White House*. Invited lecture delivered at Columbia University, New York City.
- Foster, L. L.** (2019, February). *Gaming the future: The future of assessment*. Presentation delivered at the Institute for the Future, Palo Alto, CA.
- Foster, L. L.** (2019, February). *Using behavioural approaches in organizational change management: Lessons and opportunities for the United Nations system*. Presentation delivered to the Joint Inspection United of the United Nations System, Geneva, Switzerland.
- Foster, L. L.** (2018, December). *Diversifying hiring through game-based assessments*. Presentation delivered at the South Africa Innovation in Education Meeting, Johannesburg, South Africa.
- Foster, L. L.** (2018, December). *Future workforce requirements: Perspectives from psychology and beyond*. Presentation delivered to the MIT Future of Work Task Force, Cambridge, MA.
- Foster, L. L.** (2018, December). *Introduction to using nudges to influence practices and behaviour*. Presentation delivered at the United Nations Children's Fund's East Asia and Pacific Regional Office, Bangkok, Thailand.
- Foster, L. L.** (2018, December). *Personal initiative and planning: Psychologically informed entrepreneurship training*. Training delivered to small business owners in Harare, Zimbabwe.
- Foster, L. L.** (2018, November). *Behavioural insights on using neuroscience and artificial intelligence to reduce hiring bias*. Presentation delivered to the Organisation for Economic Co-operation and Development (OECD), Paris, France.
- Foster, L. L.** (2018, November). *Using neuroscience data and artificial intelligence to support the recruitment process*. Presentation delivered to the UNESCO World Reference Levels Expert Working Group, Paris, France.
- Foster, L. L.** (2018, October). *Behavioural insights for behavioural change*. Presentation delivered virtually to the UNICEF Communications for Development workshop, Hyderabad, India.
- Foster, L. L.** (2018, October). *Keynote address on behavioural economics*. Legacy Majilis, Doha, Qatar. Media coverage: <http://foxsportsstories.com/2018/11/22/professor-lori-foster-praises-impact-behavioural-economics-qatar/>
- Foster, L. L.** (2018, October). *Role of behavioral insights in driving sustainable development*. Presentation delivered at the Qatar Green Building Conference, Doha, Qatar.

- Foster, L. L.** (2018, September). *Innovative solutions for an equitable workforce*. Panelist, NYCETC 2018 Conference, New York City, New York.
- Foster, L. L.** (2018, September). *Organisational behaviour change within governments*. Panel discussion moderated at the Western Cape Government-OECD Behavioural Insights Conference, Cape Town, South Africa.
- Foster, L. L.** (2018, August). *Applying behavioural insights to human resources*. Presentation delivered at the United Nations Secretariat, Innovation & Learning Speaker Series, New York City, New York.
- Ariely, D., & **Foster, L. L.** (2018, July). *Behavioral economics and the United Nations*. Presentation delivered during the United Nations High Level Political Forum, New York City, New York.
- Foster, L. L.** (2018, June). *Artificial intelligence meets society*. Masterclass delivered at Beyond: The Global Leadership Forum, Amsterdam, Netherlands.
- Foster, L. L.** (2018, June). *Behavioural insights for behavioural change*. Presentation delivered at the Global Immunization Meeting (GIM). Kigali, Rwanda.
- Foster, L. L.** (2018, May). *Behavioural insights for sustainable development*. Presentation delivered at the UNICEF Eastern Europe and Central Asia Communications for Development, Child Protection, and Child Marriage Workshop, Tbilisi, Republic of Georgia.
- Foster, L. L.** (2018, May). *The growth of behavioral economics and the rise of nudge units*. Presentation delivered at the American University of Beirut, Beirut, Lebanon.
- Foster, L. L.** (2018, April). *Technology, data, and behavioral change*. Presentation delivered to the Joint Special Operations Command, Raleigh, North Carolina.
- Foster, L. L.** (2018, April). *Insights around the world: From behavioral economics to sustainable development*. Distinguished Alumna College of Science and Mathematics invited address delivered at Augusta University, Augusta, Georgia.
- Foster, L. L.** (2018, March). *Applying behavioural insights to organizations*. Invited presentation to the European Commission, Brussels, Belgium.
- *McChesney, J., & **Foster, L. L.** (2018, February). *Selectively unbiased: The role of industrial-organizational psychology in hiring diverse teams*. Invited presentation to the Society for Human Resource Management's (SHRM) North Carolina State University chapter, Raleigh, North Carolina.
- Foster, L. L.** (2017, December). *Fostering potential through work integrated learning: Applications of behavioural insights*. Invited presentation delivered at the International Conference on Researching Work and Learning, Rhodes University, Grahamstown, South Africa.

- Foster, L. L.** (2017, August). *Work, psychology, and sustainable development*. Invited address delivered at the 125th annual meeting of the American Psychological Association, Washington, DC.
- Foster, L. L.** (2017, July). *Behavioral science: Putting people at the center of skills policy and programming*. Address at the South African government's Sectoral Education and Training Authority's board meeting for the mechanical, engineering, and related services sector (merSETA), Johannesburg, South Africa.
- Foster, L. L.** (2017, June). *An organisational psychologist at the White House and the United Nations*. Invited presentation delivered at the Faculty of Commerce, University of Cape Town, Cape Town, South Africa.
- Foster, L. L.** (2017, June). *Labor policy*. Invited presentation at the Cyber Technologies Workshop, Center for Advanced Study in the Behavioral Sciences, Stanford University, Stanford, California.
- Foster, L. L.** (2017, June). Discussant. *Connecting the long-term unemployed conversation with new economy models*. Invited presentation delivered at Boston College, Boston, Massachusetts.
- Foster, L. L.** (2017, May). *Applying behavioural insights to organizations: Theoretical underpinnings*. Invited presentation to the European Commission's Directorate-General for Regional and Urban Policy (DG-Regio), Paris, France.
- Foster, L. L.** (2017, May). *Frontiers for behavioural insights: Organizational behaviour*. Invited presentation at the Organisation for Economic Co-operation and Development (OECD) conference on the use of behavioral insights in Policy, Paris, France.
- Foster, L. L.** (2017, April). *Behavioral approaches to development and change*. Invited address at the United Nations Children's Fund's C4D Global Network Meeting, UNICEF headquarters, New York City.
- *Lace, A., & **Foster, L. L.** (2017, April). *Behavioral insights at the United Nations: Achieving Agenda 2030*. Invited lecture delivered at Columbia University, Teachers College, New York City.
- Foster, L. L.** (2017, January). *Achieving the United Nations Sustainable Development Goals through data-driven behavioral insights*. Invited presentation at the United Nations World Data Forum, Cape Town, South Africa.
- Foster, L. L.** (2016, October). *Behavioral insights: Changing behavior for positive social outcomes*. Invited presentation to the United Nations Development Programme Middle Eastern Regional Hub, Amman, Jordan.
- Foster, L. L.** (2016, October). *Skills development is sustainable development: Unleashing human potential through the science of work*. Keynote Address, WorldSkills General Assembly, Niagara Falls, Ontario, Canada.

Foster, L. L. (2016, July). *Breaking boundaries: Diversity and equality in science, technology, and innovation*. Invited presentation delivered in a panel discussion hosted by the United States Mission to the United Nations, New York, New York.

Foster, L. L., & Gentry, W. A. (2016, June). *Behavioural insights into performance management at the United Nations*. Invited presentation at the United Nations Human Resource Chiefs Summit, New York, New York.

Shankar, M. U., & **Foster, L. L.** (2016, May). *Behavioural insights: Testing New ways to deliver agenda 2030*. Invited presentation to the United Nations Development Programme's Innovation Facility, New York, New York.

Foster, L. L. (2016, April). *Application of behavioral science principles to policy*. Invited presentation delivered to the Green Growth Knowledge Platform Behavioral Insights Research Committee, Geneva, Switzerland.

Foster, L. L. (2016, April). *Using I-O to make an impact on the larger society*. Invited theme track panel presentation at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Foster, L. L. (2016, February). *Sustainable development through the science of work*. Invited presentation delivered at the George Washington University, Washington, DC.

Foster, L. L. (2016, January). *The role of the social and behavioral sciences in the post 2015 development agenda*. Invited presentation and participation in town hall panel discussion, Museum of Natural Sciences, Raleigh, NC. Footage here, starts 33-minutes into this video:

<http://www.wral.com/news/video/15233166/>

Foster, L. L. (2016, January). *Access to employment, a basic human right*. Invited guest lecture, Elon University, Elon, North Carolina.

Foster, L. L. (2015, November). *Organizational psychology's role in the United Nations sustainable development agenda*. Invited presentation delivered to the Faculty of Commerce, University of Cape Town, Cape Town, South Africa.

Foster, L. L. (2015, August). *SkillsUSA address*. Keynote delivered at the 2015 WorldSkills Competition, Sao Paulo, Brazil.

Foster, L. L. (2015, June). *How can psychology and economics come together to foster potential?* Invited presentation delivered to the UENSCO chair on lifelong guidance and counseling conference, Florence, Italy.

Foster Thompson, L. (2015, February). *Psychology influencing policy on the global stage*. Invited presentation delivered to the American Psychological Association's Council of Representatives, Washington, DC.

Foster Thompson, L. (2014, December). *Research at the intersections of work, psychology, technology, and global development*. Invited presentation delivered to the Faculty of Commerce, University of Cape Town, Cape Town, South Africa.

*Gloss, A. E., & **Foster Thompson, L.** (2014, October). *Occupational information and the future of work analysis*. Invited presentation delivered to the Professional Qualification Authority of Ministry of Transport, Beijing, People's Republic of China.

Foster Thompson, L., & *Gloss, A. E. (2014, September). *Learning outcomes, qualifications, and occupations: A perspective from industrial-organizational (I-O) psychology on the proposed development of world reference levels of learning outcomes*. Invited presentation delivered to the United Nations Educational, Scientific, and Cultural Organization, Paris, France.

Foster Thompson, L. (2014, August). Global development is a lot of work: I-O psychology's role in poverty reduction. In T. S. Behrend (Chair), *Humanitarian work psychology as a way for I-O psychology to support global humanitarian goals*. Invited symposium presented at the 122nd annual meeting of the American Psychological Association, Washington, DC.

Foster Thompson, L. (2014, August). *The positive work cycle: Human development through goal setting, skills development, and workplace empowerment*. Invited presentation delivered to the United Nations Development Programme's Istanbul International Centre for Private Sector in Development, Istanbul, Turkey.

Foster Thompson, L., & *Gloss, A. E. (2014, March). *Occupational information and human-resource development in the United States*. Invited presentation delivered to the Human Resource Development Council of South Africa, Pretoria, South Africa.

McCallum, S., **Foster Thompson, L.**, & Gloss, A. E. (2013, November). *Innovative skills initiative*. Invited presentation delivered at the Polish Embassy, Washington, DC.

McCallum, S., & **Foster Thompson, L.** (2013, May). *Beyond the Millennium Development Goals: Empowering today's workforce as a driver in humanitarian relief*. Keynote address delivered at AIDF 2013: The Aid and International Development Forum, Washington, DC.

Foster Thompson, L., Viale, T., & McCallum, J. S. (2013, April). *Humanitarian work psychology: Supply meets demand*. Invited seminar delivered at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, Texas.

Meade, A. W., **Foster Thompson, L.**, *Kuo, E. W., *Kosinski, M., & Stillwell, D. (2013, March). *Examining the five factor model of personality across twenty-seven countries: The influence of development and culture*. Invited presentation

delivered at the Psychometrics Centre, University of Cambridge, Cambridge, UK.

Meade, A. W., **Foster Thompson, L.**, *Kuo, E.W., *Kosinski, M., & Stillwell, D. (2013, March). *The influence of development and culture on personality structure and measurement*. Invited presentation delivered at the University of Kent, Canterbury, UK.

Foster Thompson, L., *Gloss, A. E., *Gasperson, S., & *Wright, N. (2012, November). *O*NET and industrial-organizational (I-O) psychology's engagement with international development*. Invited presentation delivered at the Center for International Development, Harvard Kennedy School of Government, Cambridge, Massachusetts.

*Gloss, A. E., *Gasperson, S., & **Foster Thompson, L.** (2012, October). *The recruiter's journey*. Invited presentation delivered at the 2012 Greenpeace International Skillshare, Amsterdam, Netherlands.

Foster Thompson, L., & *Gloss, A. E. (2012, July). *Humanitarian work psychology*. Invited presentation delivered at the University of Cape Town, Cape Town, South Africa.

Foster Thompson, L., & *Gloss, A. E. (2012, July). *Industrial-organizational psychology: A growing voice in economic, workforce, and technological development*. Invited presentation delivered at RTI International, Research Triangle Park, NC.

Foster Thompson, L. (2012, July). The role of organizational psychology in global poverty reduction. In W. Reichman (Chair), *Leveraging psychology to eradicate poverty by promoting decent work*. Side event presented at the 2012 United Nations Economic and Social Council's Annual Ministerial Review, New York, New York.

Griffith, R. L., Peiro, J. M., & **Foster Thompson, L.** (2012, April). *Internationalizing the curriculum in organizational psychology*. Invited seminar delivered at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

Foster Thompson, L. (2012, March). *Computer-mediated work behavior: Emerging questions, empirical answers*. Invited presentation delivered at Fundação Getulio Vargas, Rio de Janeiro, Brazil.

Foster Thompson, L. (2011, December). *Humanitarian work psychology*. Invited presentation delivered at Purdue University, West Lafayette, Indiana.

Foster Thompson, L. (2011, April). *Humanitarian work psychology (HWP): Achievements, applications, and controversies*. Invited symposium chaired at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Foster Thompson, L. (2010, November). *Using surveys in organizational research and practice: Antecedents and consequences of nonresponse*. Invited presentation delivered at RTI International, Research Triangle Park, NC.

Foster Thompson, L. (2010, June). *The challenge of publishing in scientific journals*. Invited presentation delivered at the Department of Psychology, University of Barcelona.

Foster Thompson, L. (2009, June). *Reducing global poverty: What's I-O psychology got to do with it?* Invited presentation delivered to the Global Task Force on Humanitarian Work Psychology, University College London.

Foster Thompson, L. (2009, April). *SmartAid: Deploying virtual teams for disaster relief and poverty reduction*. Invited colloquium delivered at the NUS Business School, National University of Singapore.

Foster Thompson, L. (2009, April). *SmartAid: Deploying virtual teams for disaster relief and poverty reduction*. Invited colloquium delivered at the Chinese University of Hong Kong.

Foster Thompson, L. (2009, March). *SmartAid: Deploying virtual teams for disaster relief and poverty reduction*. Invited presentation delivered at the Department of Psychology, University of Waikato, Hamilton, New Zealand.

Foster Thompson, L. (2009, March). *Computer-mediated work behavior: Emerging questions, empirical answers*. Invited presentation at the Department of Psychology, University of Otago, Dunedin, New Zealand.

Foster Thompson, L., & Atkins, S. G. (2009, March). *Smart systems and smart ideas for aid and relief workers: New methods in online volunteerism*. Open lecture delivered at Otago Polytechnic, Dunedin, New Zealand.

Foster Thompson, L. (2009, March). *SmartAid: Consultants without costs*. Invited presentation delivered to the Dunedin Central Rotary Club, Dunedin, New Zealand.

Foster Thompson, L., & Atkins, S. G. (2009, February). *SmartAid: Consultants without costs*. Invited presentation delivered to the Port Chalmers Lions Club, Dunedin, New Zealand.

Atkins, S. G., & **Foster Thompson, L.** (2008, December). *SmartAid: Consultants without costs*. Invited presentation delivered at Otago Polytechnic, Dunedin, New Zealand.

Foster Thompson, L., & Atkins, S. G. (2008, September). *SmartAid: Consultants without costs*. Invited presentation delivered at Purdue University, West Lafayette, Indiana.

Foster Thompson, L. (2007, November). *Computer-mediated work behavior: Emerging questions, empirical answers*. Invited presentation delivered at Davidson College, Davidson, North Carolina.

Foster Thompson, L., Surface, E. A., Watson, A. M., & Hess, C. E. (2007, September). *Videogame-enhanced teletraining: Using virtual immersive environments to augment distributed collaborative learning*. Invited presentation delivered at the Air Force Research Lab, Mesa, Arizona.

Foster Thompson, L. (2005, April). *Robots in the Workplace: What Lies Ahead?* Invited panel discussion conducted with J. L. Burke, M. D. Coovert, R. Murphy, C. Nass, and E. Rogers at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

Foster Thompson, L. (2005, April). *Roundtable Discussion: Meet the TIP Editor and Editorial Board*. Invited roundtable discussion conducted with the TIP editorial board at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

Foster Thompson, L., & Martin, D. L. (2004, November). *360-degree leader review in the U.S. Army Special Operations Command*. Invited presentation delivered at the U.S. Army Research Institute for the Behavioral and Social Sciences, Arlington, Virginia.

Foster Thompson, L. (2003, May). *Computer-supported collaboration and the future of work*. Invited address at the 15th annual meeting of the American Psychological Society, Atlanta, Georgia. Presentation later featured in the *APS Observer*, 16(8), 24.

Foster Thompson, L., & Pearce, B. J. (2002, November). *In pursuit of an I-O psychology career: Exploring educational and employment opportunities*. Presentation delivered at Society for Human Resource Management chapter meeting, Raleigh, North Carolina.

Foster Thompson, L. (2002, May). *Plan c*. Keynote address delivered at East Carolina University's Department of Psychology Spring Commencement Ceremony. Greenville, North Carolina.

Foster Thompson, L., & Riddle, D. L. (2002, March). *Early career issues*. Presentation delivered at the 23rd annual Industrial Organizational Psychology & Organizational Behavior Conference, Tampa, Florida.

Foster Thompson, L., & Coovert, M. D. (2001, August). *From doing to delegating: Knowledge workers and the adoption of intelligent agent technology*. Symposium conducted at the International Conference on Advances in Infrastructure for Electronic Business, Science, and Education on the Internet, L'Aquila, Italy.

Kraut, R., **Foster Thompson, L.**, Tidwell, L. C., Vicente, K., Walther, J. B. (2001, June). *Supporting virtual collaboration in the 21st century*. Symposium

conducted at the 13th annual meeting of the American Psychological Society, Toronto, Ontario.

Foster Thompson, L. (2001, April). *I-O, I-O, it's off to work I go: Careers in Industrial-Organizational psychology*. Presentation delivered at Peace College. Raleigh, North Carolina.

Coovert, M. D., Riddle, D., Gordon, T., **Foster, L. L.**, Miles, D., Hoffman, K., & King, T. S. (2000, March). *Scientific approach: Measurement models and techniques for Internet 2 and enabling real-time collaboration*. Presentation delivered at the Air Force Research Laboratory, San Antonio, Texas.

Coovert, M. D., Riddle, D. L., Gordon, T. R., **Foster, L. L.**, Miles, D. E., Hoffman, K. A., King, T. S., Elliott, L. R., Schiflett, S. G. (1999, December). *Defining a cognitive / behavioral model of WD operator actions, and identifying the relative importance of variables related to team effectiveness*. Presentation delivered at Brooks Air Force Base, San Antonio, Texas.

Ashworth, S. D., Borman, W. C., Campion, M. A., Dorsey, D. W., **Foster, L. L.**, Klimoski, R. J., Riddle, D. L., & Stevens, C. K. (1999, April). *Getting a job: Words of wisdom from those who know*. Panel discussion conducted at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Foster, L. L. (1998, October). *Industrial/Organizational psychology: Making I-O-pening contributions to the modern workplace*. Presentation delivered at Augusta State University's Fall Lecture Series. Augusta, Georgia.

Refereed Conference Presentations

(* indicates student author)

Glosenberg, A., Ward, M. K., Pollack, J., **Foster, L. L.**, & Pond, S. B. (2020, August). Effects of inequality on the relationship between gender, self-efficacy, and entrepreneurial success. Paper accepted for the 80th annual meeting of the Academy of Management, Vancouver, BC, Canada.

*Noble, S. M., *Saville, J., & **Foster, L. L.** (2020, April). Virtual reality preference using a unified theory of acceptance and use of technology. Paper accepted for the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

*Noble, S. M., & **Foster, L. L.** (2020, April). Procedural justice perceptions of automated resume screening. Paper accepted for the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

Foster, L. L. (2020, April). Automation (in)equality and the future of work: Interdisciplinary perspectives. Chair of panel discussion (including David Autor, Eric Dunleavy, Frida Polli, and Jenny Yang) accepted for the 35th

annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

Mallory, D. B., Carr, S. C., **Foster, L. L.**, *Lace, A., Meyer, I., & *Whipple, M. (2020, April). *I-O backs the United Nations: Breaking into the UN Sustainable Development Goals*. Alternative session accepted for the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX

Glosenberg, A., **Foster, L. L.**, Frese, M., Meyer, I., & Steffens, P. (2020, January). *Personal initiative training for entrepreneurs: Exploring research and impact possibilities*. Symposium presented at the African Academy of Management, Lagos, Nigeria. **Paper included in the Conference Best Paper Proceedings.

*Noble, S. M., *McChesney J. E., *Sall, E. G., & **Foster, L. L.** (2019, May). *Perceptions of automation and refugees as threats to decent work*. Paper presented at the 31st annual meeting of the Association for Psychological Science, Washington, DC.

Foster, L. L. (2019, April). *Emerging technology and predictive analytics: Fairness concerns and opportunities*. Panel discussion chaired at the 34th annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, Maryland.

Foster, L. L. (2019, February). *Addressing the behavioural determinants of NCDs: Empowering or victim blaming?* Presentation delivered at the Prince Mahidol Award Conference, Bangkok. Thailand.

Foster, L. L. (2018, October). *Using neuroscience and AI to connect youth to job opportunity*. Presentation delivered at the Close It 2018 Summit. Austin, Texas.

Foster, L. L. (2018, April). *SIOP at the United Nations: Identifying and navigating opportunities*. Presentation delivered at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

*Yentes, R. D., **Foster, L. L.**, Meade, A. W., & Pond, S. B. (2017, April). Attention and data quality in online surveys. In J. Huang (Chair), *Promoting and understanding survey response*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

*Gloss, A., **Foster, L. L.**, & Behrend, T. S. (2017, August). *Core self-evaluations and local-employment sentiment across economic conditions*. Paper presented at the 77th annual meeting of the Academy of Management, Atlanta, Georgia.

Foster, L. L. (2016, August). *Decent work and psychology from the perspective of governance and policy*. Presentation delivered at the 124th annual meeting of the American Psychological Association, Denver, Colorado.

*Gloss, A. E., Gasperson, S. M., Ramirez, S. A., & Hoffman, A. J., & **Foster, L. L.** (2016, August). *Effects of culture and socioeconomic development on work analysis*

ratings. Paper presented at the 76th annual meeting of the Academy of Management, Anaheim, CA.

Foster, L. L. (2016, April). Discussant comments: Skills measurement and development, policy implications. In T. S. Behrend & J. Willford (Co-chairs), *21st century skills: Why do they matter to I-O?* Presentation delivered at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Whelan, T. J., **Foster, L. L.**, Craig, S. B., Meade, A. W., & Wilson, M. A. (2016, April). Response rates in 21st century organizational survey research. In A. M. DuVernet (Chair), *Modern tools and samples for the ubiquitous workplace survey*. Paper delivered at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Foster, L. L. (2016, April). Workforce readiness: Practice and policy. In T. S. Behrend & F. Oswald (Co-chairs), *The "skills gap" and workforce readiness: Implications for talent management*. Panel discussion comments delivered at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Stoughton, J. W., *Yentes, R. D., & **Foster, L. L.** (2016, April). *Determinants of Nonresponse to Online Applicant Reactions Surveys*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Foster Thompson, L. (2015, August). I-O psychology and global human development: Creating positive work cycles. In D. L. Blustein (Chair), *Reconnecting vocational psychology and I-O psychology in the fight against global poverty*. Presentation delivered at the 123rd annual meeting of the American Psychological Association, Toronto, Canada.

*Whelan, T. J., Stoughton, J. W., & **Foster Thompson, L.** (2015, April). *Perceptions of confidentiality in survey research: development of a scale*. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Foster Thompson, L., *Gloss, A. E., & Blustein, D. L. (2015, February). *Exploring the potential of big data for skills development*. Presentation delivered at the United Nations Educational, Scientific and Cultural Organization (UNESCO) Mobile Learning Week, Paris, France.

*Gloss, A. E., **Foster Thompson, L.**, & McCallum, S. (2014, July). *Organizational psychology and information technology: Unlocking human capabilities*. In D. C. Maynard (Chair), *Humanitarian work psychology and the United Nations millennium development goals*. Presentation delivered at the 28th International Congress of Applied Psychology, Paris, France.

Foster Thompson, L. (2014, July). Discussant. In W. Reichman (Chair), *What is humanitarian work psychology? Expanding the frontiers of organizational psychology*. Presentation delivered at the 28th International Congress of Applied Psychology, Paris, France.

Foster Thompson, L. (2014, July). Preparing our future. In R. Griffith (Chair), *The age of internationalization: Developing an international organizational psychology curriculum*. Presentation delivered at the 28th International Congress of Applied Psychology, Paris, France.

*Gloss, A. E., **Foster Thompson, L.**, Klinger, B., & Wright, N. A. (2014, May). *Using occupational-information and trade data to understand economic development*. Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

*Kuo, E. W., & **Foster Thompson, L.** (2014, May). *Social ties and initial trust in virtual teammates*. Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Foster Thompson, L. (2014, May). I-O psychology and the United Nations post-2015 development agenda. In D. E. Rupp & J. C. Scott (Co-chairs), *The science and practice of CSR, sustainability, and humanitarian work*. Presentation delivered at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Foster Thompson, L. (2014, May). Transitioning to a HWP program of research. In W. Reichman & M. O. Berry (Co-chairs), *Careers for I-O psychologists in humanitarian work psychology*. Presentation delivered at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Behrend, T. S., *Gloss, A. E., *Howardson, G., **Foster Thompson, L.**, & McCallum, S. (2013, December). *Psychological dynamics in ICTD projects*. Paper presented at ICTD 2013: The International Conference on Information and Communication Technologies and Development, Cape Town, South Africa.

Behrend, T. S., **Foster Thompson, L.**, *Gloss, A. E., & McCallum, S. (2013, December). *Addressing the X-factor: Psychological and interpersonal factors affecting ICTD success – a perspective from the organizational and management sciences*. Presentation delivered at ICTD 2013: The International Conference on Information and Communication Technologies and Development, Cape Town, South Africa.

Lau, C. Q., *Gloss, A. E., & **Foster Thompson, L.** (2013, May). *Acquiescence bias in developing countries: A split ballot experiment in Ethiopia*. Paper presented at the 66th annual meeting of the World Association for Public Opinion Research, Boston, Massachusetts.

Meade, A. W., **Foster Thompson, L.**, *Kuo, E. W., Kosinski, M., & Stillwell, D. (2013, May). *The influence of culture and human development on personality measurement*. Poster presented at the 16th European Congress of Work and Organizational Psychology, Münster, Germany.

*Morgan, K. E., & **Foster Thompson, L.** (2013, April). *Attributions in mobile computer-mediated communication*. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, Texas.

Foster Thompson, L., *Toaddy, S. R., *Morgan, K. E., *Kuo, E. W., & *Mullins, A. K. (2013, April). *Examining the theory of planned behavior across levels of collectivism*. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, Texas.

Grayson, M. S., Newton, D. A., & **Foster Thompson, L.** (2012, November). *Are we all equal? Comparing students pursuing three primary care specialties*. Poster presented at the 51st Research in Medical Education segment of the 123rd annual meeting of the Association of American Medical Colleges (AAMC), San Francisco, California.

*Daniels, M. A., Greguras, G. J., **Foster Thompson, L.**, & Diefendorff, J. M. (2012, August). Making work fun: A process model of goal concordance at work. In E. Adriasola and K. Unsworth (Chairs), *Self-concordance: How connecting a person's needs to their behaviours affects workplace outcomes*. Paper presented at the 2012 Academy of Management Annual Meeting, Boston, Massachusetts.

Foster Thompson, L., & *Gloss, A. E. (2012, July). *Humanitarian work psychology: Progress, challenges, and the role of ICT*. Presentation delivered at the 30th International Congress of Psychology, Cape Town, South Africa.

Grayson, M. S., Newton, D. A., & **Foster Thompson, L.** (2012, May). *Are we all equal? Comparing students pursuing general internal medicine to those pursuing other primary care specialties*. Poster presented at the 35th annual meeting of the Society of General Internal Medicine, Orlando, Florida.

*Gissel, A. L., & **Foster Thompson, L.** (2012, April). Who is inclined to make video résumés? In E. Derous and A. Buijsrogge (Chairs), *Assessing video résumés: Valuable and/or vulnerable to biased Decision-making?* Presentation delivered at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

*Martínez-Moreno, E., **Foster Thompson, L.**, Zornoza, A., & González-Navarro, P. (2012, April). *Investigating conflict escalation in FTF and virtual teamwork over time*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

*Stoughton, J. W., **Foster Thompson, L.**, Meade, A. W., & Wilson, M. A. (2012, April). *Reactions to using social networking websites in pre-employment screening*.

Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

Foster Thompson, L. (2012, April). I-O psychology and technology impact orphan centers in Thailand. In W. Reichman (Chair), *How organizational psychology improves the lives of the vulnerable*. Presentation delivered at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

Foster Thompson, L., *Mullins, A. K., Halberstadt, J. B., & *Robinson, J. B. (2012, April). *Emoticons @ work: Does gender affect their acceptability?* Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

*Yentes, R. D., *Toaddy, S. R., **Foster Thompson, L.**, *Gissel, A. L., & *Stoughton, J. W. (2012, April). *Effects of survey progress bars on data quality and enjoyment*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

Newton, D. A., Grayson, M. S., & **Foster Thompson, L.** (2011, November). *Medical student career choice: The influence of income on children of physicians compared to their peers*. Poster presented at the 50th Research in Medical Education segment of the 122nd annual meeting of the Association of American Medical Colleges (AAMC), Denver, Colorado.

Grayson, M. S., Newton, D. A., & **Foster Thompson, L.** (2011, May). *Influence of debt and anticipated income on medical student career choice in internal medicine*. Poster presented at the 34th annual meeting of the Society of General Internal Medicine, Phoenix, Arizona.

Foster Thompson, L. (2011, May). Development of humanitarian work psychology within the work psychology profession. In M. MacLachlan (Chair), *Decent work: A humanitarian work psychology perspective*. Presentation delivered at the 15th European Congress of Work and Organizational Psychology, Maastricht, The Netherlands.

*Gissel, A. L., **Foster Thompson, L.**, Pond, S. B., & Meade, A. W. (2011, April). *A theory-driven investigation of prospective applicants' intentions to submit video résumés*. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Foster Thompson, L. (2011, April). Aging workers and technology. In J. W. Hedge (Chair), *Understanding the impact of an aging workforce on employees and organizations*. Presentation delivered at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

*Watson, A. M., **Foster Thompson, L.**, & Surface, E. A. (2011, April). *Cognitive and motivational influences on training performance: A longitudinal study*. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Grayson, M. S., Newton, D. A., & **Foster Thompson, L.** (2010, November). *Influence of debt and anticipated income on medical student career choice*. Poster presented at the 49th Research in Medical Education segment of the 121st annual meeting of the Association of American Medical Colleges (AAMC), Washington, DC.

Behrend, T. S., *Toaddy, S., *Sharek, D., & **Foster Thompson, L.** (2010, August). *Employment interviews in virtual worlds: The effects of avatar appearance on interviewer ratings*. Paper presented at the 2010 Academy of Management Annual Meeting, Montréal, Canada.

Newton, D. A., & Grayson, M. S., & **Foster Thompson, L.** (2010, May). *Influence of debt and anticipated income on medical student career choice in pediatrics*. Poster presented at the 2010 Pediatric Academic Societies' Annual Meeting, Vancouver, BC, Canada.

Becker, W. S., & **Foster Thompson, L.** (2010, April). *Meet the TIP editorial board!* Roundtable session conducted at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Behrend, T. S., & **Foster Thompson, L.** (2010, April). *Design control and intelligent agents: Effects on training outcomes*. Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Behrend, T. S., & **Foster Thompson, L.** (2010, April). *Trainee-trainer similarity in e-learning: Effects with computerized trainers*. Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Foster Thompson, L. (2010, April). *Understanding humanitarian work psychology through case studies and student opportunities*. Symposium chaired at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Foster Thompson, L., *Mullins, A. K., *Robinson, J. B., & Halberstadt, J. B. (2010, April). *E-screening: The consequences of using "smileys" when e-mailing prospective employers*. Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Atkins, S. G., **Foster Thompson, L.**, & Baker, T. (2009, May). *Improving online volunteer teams in the aid and development arena*. Roundtable session conducted at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

*Stoughton, J. W., **Foster Thompson, L.**, & *Whelan, T. J. (2009, May). *The effects of electronic monitoring on time spent e-learning: Examining the role of conscientiousness and implications for skill development*. Poster presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

Foster Thompson, L., & Spector, P. E. (2009, May). *The relative influence of general and occupation-specific stressors on law enforcement officers' health*. Poster presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

Gentry, W. A., Braddy, P. W., Weber, T. J., **Foster Thompson, L.**, & LeBreton, J. (2009, April). *Investigating managerial performance: A relative weights analysis of derailment behaviors*. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

*Harman, R. P., **Foster Thompson, L.**, & Surface, E. A. (2009, April). *Understanding survey comment nonresponse and the characteristics of nonresponders*. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Surface, E. A., *Harman, R. P., *Watson, A. M., & **Foster Thompson, L.** (2009, April). *Are human- and computer-administered interviews comparable?* Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Foster Thompson, L., *Stoughton, J. W., & *Behrend, T. S. (2009, April). *The physiological influence of self-efficacy during monitored web-based training*. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

*Vignovic, J. A., & **Foster Thompson, L.** (2009, April). *Effects of cultural cues on perceptions formed during computer-mediated communication*. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

*Whelan, T. J., & **Foster Thompson, L.** (2009, April). *Development/validation of the PANON scale assessing survey anonymity perceptions*. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Foster Thompson, L. (2008, September). *Using virtual immersive environments to promote distributed collaborative learning*. Presentation delivered at the 2008 Conference for Collaboration & Innovation (CCI), West Lafayette, Indiana.

Foster Thompson, L., *Duxbury, H. C., & *Behrend, T. S. (2008, August). *Impression management suppresses the influence of conscientiousness during online training*. Paper presented at the 116th annual meeting of the American Psychological Association, Boston, Massachusetts.

Zhang, Z., & **Foster Thompson, L.** (2008, August). The role of negative affectivity in the genetic explanations of survey nonresponse. In S. Chaturvedi and Z. Zhang (Chairs), *Biological basis of human behavior in organizations: Conceptual and methodological advances*. Symposium presented at the 2008 Academy of Management Annual Meeting, Anaheim, California.

*Vignovic, J. A., *Behrend, T. S., & **Foster Thompson, L.** (2008, May). *Goal orientation influences reactions to electronic performance monitoring*. Paper presented at the 20th annual meeting of the Association for Psychological Science, Chicago, Illinois.

*Behrend, T. S., *Whelan, T. J., & **Foster Thompson, L.** (2008, April). *Kickoff meetings for computer-mediated teams: Effects on team performance*. Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.

Fenlason, K. J., **Foster Thompson, L.**, & *Poncheri, R. M. (2008, April). *Constructive use of comments in organizational surveys: A targeted tutorial*. Master tutorial presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.

Gentry, W. A., Braddy, P. W., Weber, T. J., & **Foster Thompson, L.** (2008, April). *Predictive utility of peer- versus direct report-ratings of derailment tendencies*. Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California. Selected as a “Top Poster,” featured at the All-Conference Reception.

*Whelan, T. J., *Watson, A. M., & **Foster Thompson, L.** (2008, April). *Aversive motivational traits and web-based training outcomes*. Paper presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.

Foster Thompson, L., Newton, D. A., & Grayson, M. S. (2007, November). *Values influencing career choice: Does measurement method make a difference?* Poster presented at the 46th Research in Medical Education segment of the 118th annual meeting of the Association of American Medical Colleges (AAMC), Washington, DC.

*Vignovic, J. A., & **Foster Thompson, L.** (2007, May). *The effects of contextual information on perceptions of computer-mediated communication*. Poster presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

*Behrend, T. S., **Thompson, L. F.**, Meade, A. W., Grayson, M. S., & Newton, D. A. (2007, April). *Gender differences in career choice influences*. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York.

Grayson, M. S., **Foster Thompson, L.**, & Newton, D. A. (2007, April). *The influence of medical student values on internal medicine career choices: A comparison of two methodologies*. Poster presented at the 30th annual meeting of the Society of General Internal Medicine, Toronto.

*Poncheri, R. M., & **Foster Thompson, L.** (2007, April). *Open-ended comments: To require or not to require?* Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York.

Foster Thompson, L., Surface, E. A., & *Whelan, T. J. (2007, April). *Examinees' reactions to computer-based versus telephonic oral proficiency interviews*. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York.

Foster Thompson, L., Zhang, Z., & Arvey, R. D. (2007, April). *Genetic influences on survey response propensity*. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York.

*Vignovic, J. A., **Foster Thompson, L.**, *Bresnahan, L. M., & *Behrend, T. S. (2007, April). *Other-group orientation moderates influence of perceived diversity on organizational attractiveness*. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York.

*Watson, A. M., **Foster Thompson, L.**, & Meade, A. W. (2007, April). *Measurement invariance of the job satisfaction survey across work contexts*. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York.

*Pearce, B. J., & **Foster Thompson, L.** (2006, May). *Effects of self-monitoring during face-to-face and online interviews*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.

*Poncheri, R., *Lindberg, J. T., **Foster Thompson, L.**, & Surface, E. A. (2006, May). *A comment on employee surveys: Examining open-ended responses*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas. Selected as a "Top Poster," featured at the All-Conference Reception.

*Shetye, T., *Baker, B. A., & **Foster Thompson, L.** (2006, May). *Effects of pro-environmental recruiting messages: The role of organizational reputation*. Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.

Foster Thompson, L., Newton, D. A., & Grayson, M. S. (2006, May). *Factors contributing to the persistence of general pediatric career interests during medical school.* Poster presented at the 2006 Pediatric Academic Societies' Annual Meeting, San Francisco, California.

Foster Thompson, L., & Surface, E. A. (2006, May). *Comparing telephonic and face-to-face speaking proficiency interviews.* Paper presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.

Grayson, M. S., Newton, D. A., & **Foster Thompson, L.** (2005, November). *Comparing internal medicine to pediatrics: Do the same student-rated career values distinguish generalists from subspecialists in both fields?* Poster presented at the 44th Research in Medical Education segment of the 116th annual meeting of the Association of American Medical Colleges (AAMC), Washington, DC.

Grayson, M. S., Newton, D. A., & **Foster Thompson, L.** (2005, May). *Money isn't everything: Which career values determine whether students will become general internists.* Poster presented at the 28th annual meeting of the Society of General Internal Medicine, New Orleans, Louisiana.

*Robbins, K. M., & **Foster Thompson, L.** (2005, April). *Attracting applicants via work/life policies: Who values which benefits?* Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

*Sebastianelli, J. D., **Foster Thompson, L.,** & Murray, N. P. (2005, April). *Does capturing web-based training data adversely affect e-learners?* Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

Foster Thompson, L., & Surface, E. A. (2005, April). *Withholding participation in web-based surveys: Attitudes, non-response, and data representativeness.* Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

Newton, D. A., **Foster Thompson, L.,** & Grayson, M. S. (2004, May). *Career choices of medical students pursuing pediatrics: What predicts intentions to subspecialize?* Poster presented at the 2004 Pediatric Academic Societies' Annual Meeting, San Francisco, California.

Foster Thompson, L., *Braddy, P. W., & Wuensch, K. L. (2004, April). *E-recruitment and the benefits of organizational web appeal*. Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Foster Thompson, L., Surface, E. A., Martin, D. L., & Barrett, G. B. (2004, April). *Promoting favorable attitudes toward employee surveys: The role of follow-up*. Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Foster Thompson, L., *Blair, C. A., Wuensch, K. L., Cope, J. G., & Grossnickle, W. F. (2003, May). *The virtual presence of others reduces the willingness to assist via e-mail*. Paper presented at the 15th annual meeting of the American Psychological Society, Atlanta, Georgia.

*Bowers, B. L., **Foster Thompson, L.,** & Probbler, J. K. (2003, April). *The effects of computer-mediated communication on team conflict and cohesion*. Presentation delivered at the Carolinas Psychology Conference, Raleigh, North Carolina.

*King, T. S., **Foster Thompson, L.,** & Coovert, M. D. (2003, April). Intelligent agents in I-O practice: An empirical investigation of attitudes and intentions towards agent use. In J. M. Stanton and F. Oswald (Chairs), *Research innovations in technology-enhanced employment processes*. Symposium presented at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Foster Thompson, L., Surface, E. A., Martin, D. L., & Barrett, G. B. (2003, April). *Action required: Web-based personnel surveys and the importance of follow-up*. Paper presented at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Cope, J. G., *Sehgal, S., *Johnson, K., & **Foster Thompson, L.** (2003, March). *The effects of goal setting on soccer practice*. Poster presented at the 49th annual meeting of the Southeastern Psychological Association, New Orleans, Louisiana.

Foster Thompson, L., & *Lynch, B. J. (2003, March). *Predicting aversions to Web-based instruction*. Paper presented at the 49th annual meeting of the Southeastern Psychological Association, New Orleans, Louisiana.

Grayson, M. S., Newton, D. A., **Foster Thompson, L.,** & Whitley, T. W. (2002, November). *Has the pendulum swung? Increasing failure over time to sustain interest in primary care careers*. Poster presented at the 41st Research in Medical Education segment of the 113th annual meeting of the Association of American Medical Colleges (AAMC), San Francisco, California.

Cope, J. G., Williamson, C. L., **Foster Thompson, L.,** & Wuensch, K. (2002, April). *Using policy capturing to examine factors affecting job choice*. Paper presented at

the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Ontario.

Foster Thompson, L., & Coovert, M. D. (2002, April). When intelligent agents join the team: Examining human-computer collaboration. In T. R. Halfhill and T. M. Nielsen (Chairs), *Virtual teams: Exploring the role of communication and trust*. Symposium presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Ontario.

Foster Thompson, L., Surface, E. A., Martin, D. L., & Sanders, M. G. (2002, April). *Survey.org: Examining employees' reactions to Web-based personnel surveys*. Paper presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Ontario.

Foster Thompson, L. (2002, March). Teaming with intelligent software agents. In C. Bowers (Chair), *Technology, friend or foe: Promoting effective team process*. Symposium conducted at the 48th annual meeting of the Southeastern Psychological Association, Orlando, Florida.

Prober, J. K., & **Foster Thompson, L.** (2001, July). *Examining virtual teamwork: Communication quality, cohesion, and influence*. Poster presented at the annual meeting of the International Council on Hotel, Restaurant, and Institutional Education, Toronto, Ontario.

Foster Thompson, L. (2001, April). Computer-mediated interaction. In A. M. Markowitz (Chair), *Taking the human out of HR management: Evaluating information technology*. Panel discussion conducted at the 16th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

Foster Thompson, L., & Prober, J. K. (2001, April). *Out of sight, out of mind: Recalling virtual team contributions*. Paper presented at the 16th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

*Meriac, J. P., **Foster Thompson, L.,** & Cope, J. G. (2001, March). *Relationships among goal setting, self-efficacy, and Internet search behavior*. Paper presented at the 47th annual meeting of the Southeastern Psychological Association, Atlanta, Georgia.

Coovert, M. D., Riddle, D., Elliott, L., Schiflett, S., Gordon, T., Miles, D., King, T., Hoffman, K., **Foster, L. L.** (2000, May). *Measurement issues in synthetic task environments: Tradeoffs in level of fidelity, purpose, and methodological tools*. The Fifth Annual Conference on Naturalistic Decision Making, Stockholm, Sweden.

Foster, L. L., & Coovert, M. D. (2000, April). *"Intelligent" team decision making*. Paper presented at the CHI 2000 Conference on Human Factors in Computing Systems, The Hague, The Netherlands.

Foster, L. L., & Coovert, M. D. (2000, April). *E-mail @ work: The effects of computer-mediated communication on team collaboration*. Paper presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Foster, L. L., Riddle, D. L., Ashworth, S. D., Howard, A., Kraut, A. I., Latham, G. P., & Stevens, C. K. (2000, April). *How to get a job: The experts share their secrets*. Panel discussion conducted at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Gordon, T. R., Riddle, D. L., Hoffman, K. A., Miles, D. E., King, T. S., Coovert, M. D., **Foster, L. L.**, & Elliott, L. R. (2000, April). *Team performance: Integrative dynamic models linking cognitive and behavioral components*. Paper presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Hanson, M. A., Kubisiak, U. C., Horgen, K., Buck, D. E., Bunch, L. B., **Foster, L. L.**, & Borman, W. C. (2000, April). *Basic research to support development of a career guidance system for displaced workers*. Symposium conducted at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Miles, D. E., Hoffman, K. A., **Foster, L. L.**, King, T. S., Gordon, T. R., Riddle, D. L., Elliott, L. R., & Schiflett, S. G. (2000, April). *A qualitative methodology for integrating cognitive task analyses data*. Paper presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Riddle, D. L., Coovert, M. D., Gordon, T. R., King, T. S., Hoffman, K. A., Miles, D. E., **Foster, L. L.**, Elliott, L. R., & Schiflett, S. G. (2000, April). *Exploiting the data!: A rough set approach*. Paper presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Riddle, D. L., **Foster, L. L.**, Salas, E., & Allen, T. (2000, April). *Early career twistlers: Learning the rules of the game*. Roundtable discussion conducted at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

*Swindell, M. J., Grossnickle, W. F., Cope, J. G., Wuensch, K. L., & **Foster, L. L.** (2000, March). *Student careers after an MA program in I-O psychology*. Poster presented at the 46th annual conference of the Southeastern Psychological Association, New Orleans, Louisiana.

Coovert, M. D., Riddle, D. L., **Foster, L. L.**, Gordon, T. R., Hoffman, K. A., Miles, D. E., King, T. S., Elliott, L. R., & Schiflett, S. G. (1999, August). Measurement in synthetic task environments for teams: Individual characteristics and team process versus cognitive modeling. In M. McNeese

(Chair), *Beliefs / emotions in adaptive interface design II*. Symposium conducted at the 8th international conference on Human-Computer Interaction, Munich, Germany.

Coovert, M. D., & **Foster, L. L.** (1999, June). Future work. In W. Borman (Chair), *The changing nature of work and organizations*. Symposium conducted at the 11th annual meeting of the American Psychological Society, Denver, Colorado.

Coovert, M. D., **Foster, L. L.**, Craiger, J. P., & Weiss, R. J. (1999, April). *The future organization: Telework, intelligent agents and nomadic computing*. Roundtable discussion conducted at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Foster, L. L., & Coovert, M. D. (1999, April). *A computer-mediated assessment of the stepladder technique*. Paper presented at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

O'Connor, M. S., **Foster, L. L.**, Hakel, M. D., Barnes-Farrell, J., Coovert, M. D., & Bulger, C. A. (1999, April). *The shoemaker's son: A look at I-O graduate student performance appraisal*. Panel discussion conducted at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Coovert, M. D., **Foster, L. L.**, Gordon, T. R., & Riddle, D. L. (1999, January). *Modeling individual and team performance: Projects for the Air Force and Navy*. Poster presented at the SPAWAR/JOTC Conference on Applied Technology, Tampa, Florida.

Borman, W. C., Hanson, M. A., Motowidlo, S. J., Drasgow, F., **Foster, L. L.**, & Kubisiak, U. C. (1998, April). Computerized adaptive rating scales that measure contextual performance. In F. Drasgow (Chair), *New developments in computerized assessment for the workplace*. Symposium conducted at the 13th annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.

Nelson, C. E., **Foster, L. L.**, & Gordon, T. R. (1997, May). *Service coordination at the local level: Healthy Family Pinellas*. Symposium conducted at the 6th biennial conference on Community Research and Action, Columbia, South Carolina.

Foster, L. L., & Coovert, M. D. (1997, March). *The influences of communication media and decision-making technique on team decision outcomes: A critical assessment of the stepladder approach*. Paper presented at the CHI '97 Conference on Human Factors in Computing Systems, Atlanta, Georgia.

Dorsey, D. W., & **Foster, L. L.** (1996, April). An application of knowledge structure assessment in the computer knowledge domain: Relations with experience and implications for training. In R. Klimoski (Chair), *Knowledge structures and training: Measurement and validity issues*. Symposium conducted at the

11th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

SELECTED MEDIA REPORTS OF RESEARCH

Print/Web

Quoted and highlighted in 2016 APA Monitor article, “Humanitarian Work Psychology.” *Monitor on Psychology*, 47 (4), p. 61.

Video footage, speaking at Town Hall event on the United Nations Sustainable Development Goals, hosted by the Raleigh North Carolina Museum of Natural Sciences, January 2016:

<http://www.wral.com/news/video/15233166/>

Included in Fareed Zakaria’s (CNN) January 2016 coverage of the White House Social and Behavioral Sciences Team:

<http://www.cnn.com/videos/tv/2016/01/04/exp-gps-0103-witw-nudge.cnn>

Video footage of meeting with President Barack Obama in the Oval Office, February 2015: <https://www.youtube.com/watch?v=ShvaavFq92s>

Video footage addressing the United Nations, April 2014:

<http://webtv.un.org/search/psychological-contributions-to-sustainable-development-global-challenges-and-solutions/3507560401001?term=Psychology>

Big five personality traits reflected in job applicants’ social media postings (2013, July).

Coverage in:

- *Fortune*
- *Chicago Sun-Times*
- *Triangle Business Journal*
- *WRAL*
- *News and Observer*
- *Folha de São Paulo* (Brazil's biggest daily)
- *Maclean's Magazine Int.* (Canada)
- *Slate.com*
- *Science Daily*
- Etc.

MSNMoney (2012, September 21). Debt and income concerns deter medical students from primary care careers. *MSN Money*. From <http://money.msn.com/business-news/article.aspx?date=20120921&feed=PR&id=15586554#scptid>. Accessed 28 September 2012.

Shea, C. (2011, March 12). Avatar (the research paper). *The Wall Street Journal*, p. C04.

Johnston, L. (2011, March 9). Does your virtual helper look like you? Report says yes. *Myeducation.com*. From <http://www.myeducation.com/blog/2011/03/09/does-your-virtual-helper-look-like-you-report-says-yes/>. Accessed 19 March 2011.

Timmer, J. (2011, March 5). People like virtual instructors that look, act like them. *ARS Technica*. From <http://arstechnica.com/science/news/2011/03/people-like-virtual-trainers-that-look-act-like-them.ars>. Accessed 19 March 2011.

Zax, D. (2011, March 4). The new digital tribalism. *Fast Company*. From <http://www.fastcompany.com/1734686/the-new-digital-tribalism>. Accessed 19 March 2011.

NSF Science 360 News Service (2011, March 3). Just like me: Online training helpers more effective when they resemble students. *NSF Science 360*. From <http://news.science360.gov/files/>. Accessed 03 March 2011.

Shipman, W. M. (2011, March 3). Our online training preferences, or why clippy bombed. *The Abstract Blog*. From <http://web.ncsu.edu/abstract/technology/wms-clippy/>. Accessed 19 March 2011.

Wieder, B. (2011, March 3). Online, people learn best from virtual 'helpers' that resemble them. *The Chronicle of Higher Education*. From <http://chronicle.com/blogs/wiredcampus/online-people-learn-best-from-virtual-helpers-that-resemble-them/30151>. Accessed 19 March 2011.

Thaindian News (2011, March 3). Students perform better when online training helpers look like them. Thaindian News. From http://www.thaindian.com/newsportal/health/students-perform-better-when-online-training-helpers-look-like-them_100509606.html. Accessed 19 March 2011.

Science Daily (2011, March 2). Online training helpers more effective when they resemble students. *Science Daily*. From <http://www.sciencedaily.com/releases/2011/03/110302101658.htm>. Accessed 19 March, 2011.

Science (Volume 329, Number 5998, 17 September 2010). Featured news story based on interview about research addressing the genetic underpinnings of survey nonresponse.

Canadian Broadcasting Corporation - CBC News (2010, August 31). *Survey-taking influenced by genetics*. <http://www.cbc.ca/news/story/2010/08/31/con-twin-survey.html>. Accessed 25 September 2011.

NSF Science 360 News Service (2010, August 31). Featured write-up of research addressing the genetic underpinnings of survey nonresponse.

Landers, R. (2010, June 24). Your genetics incline you to respond to surveys. *Thoughts of a Neo-Academic*. From <http://neoacademic.com/>. Accessed 30 June 2010.

Boutelle, C. (2010, May 28). *E-mail smiley faces not suitable for most business correspondence*. From SIOP homepage, http://www.siop.org/default_more.aspx. Accessed 30 May 2010.

Hendrick, B. (2010, April 10). Lose the 'smiley' at work. *The Atlanta Journal-Constitution*, p. L03.

How to save the world from your living room. (2009). *Riṗoata Rakabau-ā-Tau*, pp. 20-21.

Radio

Big five personality traits reflected in job applicants' social media postings (2013, July).

Coverage on:

- NPR Marketplace
- WFDD (NPR, Triad)
- WUNC (NPR, Triangle)

KFWB – Los Angeles, LA's Afternoon News with Maggie McKay & Michael Shappee (2010, August 31). Interviewed about survey nonresponse.

WUNC – NPR Network, Morning Edition (2010, August 31). Interviewed about survey nonresponse.

EXTERNAL FUNDING

*O*NET: Development of a job analysis toolkit*, 2012, North Carolina Department of Commerce and U.S. Department of Labor, \$949,476.00. (With Adam W. Meade) Funded.

The effects of culture and economic development on jobs, 2012, Sidney A. Fine Grant for Research on Job Analysis, Society for Industrial and Organizational Psychology, \$5,000. (With Alexander E. Gloss) Funded.

*O*AID - Phase 2: Developing partnerships and studying needs*, 2012, North Carolina State University Faculty Research and Professional Development Grant Number 257444, \$4,000. Funded.

Humanitarian work psychology, 2010, Erasmus Mundus research/teaching grant from the European Commission for work conducted at the Universities of

Bologna, Barcelona, and Valencia, €13,000 (approximately \$18,000 USD). Funded.

Predicting and encouraging online volunteerism: A theory-driven investigation, 2010, North Carolina State University Scholarship and Research Award, Grant Number 202547, \$4,718. Funded.

SmartAid consultants without costs: Exploring IO psychology's role in poverty reduction, 2009, Dunedin Central Rotary, \$13,000 New Zealand Dollars (approximately \$9,250 USD). Funded.

SmartAid consultants without costs: Deploying virtual teams for disaster relief and poverty reduction, 2008, Otago Polytechnic, \$14,500 New Zealand Dollars (approximately \$10,250 USD). Funded.

Sharing knowledge and exploring collaboration opportunities in distributed teams and virtual immersive environments, 2008, Purdue University Center for Collaboration and Innovation travel money, \$3,000. Funded.

Examining individual differences in e-learners' psychological and physiological reactions to electronic monitoring, 2006, North Carolina State University Faculty Research and Professional Development Grant Number 257541-05152, \$5,332. Funded.

Collaborating online: The effects of computer-mediated communication on team discussion recall, 2002, East Carolina University College of Arts and Sciences Research Award, Teaching release for Spring 2003 semester. Awarded.

Examining recruitment, retention and twenty-five year retirement for North Carolina law enforcement, 2000, North Carolina Department of Crime Control and Public Safety, \$9,921. (With John G. Cope) Funded.

Computer mediated simulations and models of team performance in distributed environments, 1998, U.S. Air Force AFRL/HRJD, Brooks Air Force Base, Research Grant Number F41622980P274, \$6,000. (With Michael D. Coovert) Funded.

UNIVERSITY COMMITTEE ACTIVITIES

Member, North Carolina State University Humanities and Social Sciences College Leadership Survey Committee, 2018-2019.

Area Coordinator, I-O psychology doctoral program, Department of Psychology, North Carolina State University, 2014

Member, I-O Graduate Program Committee (*curriculum coordinator, graduate performance review coordinator*), Department of Psychology, North Carolina State University, 2004-2014

Member, Building, Equipment, Safety, and Space Committee, Department of Psychology, North Carolina State University, 2011-present

- Chair, Psychology Awards Committee, Department of Psychology, North Carolina State University, 2006-2007
- Member, Psychology Awards Committee, Department of Psychology, North Carolina State University, 2005-2006; 2007-2008
- Member, Park Scholarship Interview/Selection Team, North Carolina State University, 2007
- Judge, Outstanding Women's Award, North Carolina State University, 2005-2006
- Member, Faculty Evaluation Committee, Department of Psychology, North Carolina State University, 2004-2005
- Chair, Advisory Committee, Department of Psychology, East Carolina University, 2001-2004
- Member, Ad Hoc Undergraduate Curriculum Review Committee, Department of Psychology, East Carolina University, 2003-2004
- Member, Assessment Committee, Department of Psychology, East Carolina University, 2002
- Member, Tenure-Track School Psychology Faculty Search Committee, Department of Psychology, East Carolina University, 2001-2002
- Member, Advisory Committee, Department of Psychology, East Carolina University, 2000-2001
- Member, Tenure-Track I-O Psychology Faculty Search Committee, Department of Psychology, East Carolina University, 2000-2001
- Member, Research and Scholarship Committee, Department of Psychology, East Carolina University, 1999-2000
- Co-chair, Student Access Services Committee, Strategic Planning Task Force, University of South Florida, 1998-1999
- Graduate Student Representative, Executive Committee, Department of Psychology, University of South Florida, 1997-1998
- Chair, Graduate Student Research Awards Committee, Department of Psychology, University of South Florida, 1996-1997
- Member, Student Ambassador Board, Augusta State University, 1993-1994

THESES AND DISSERTATIONS DIRECTED

- Clayton, A. (2018, November). *Investigating Personality Profiles in Action Teams: Relationships with Performance*. Doctoral dissertation, North Carolina State University.
- Gloss, A. E. (2018, April). *A meta-analysis of entrepreneurial self-evaluations, socioeconomic constraints, and entrepreneurial success*. Doctoral dissertation, North Carolina State University.
- Kuo, E. W. (2017, October). *The development and validation of the team information network scale (TINS)*. Doctoral dissertation, North Carolina State University.
- Hoffman, A. J. (2017, February). *Examining predictors of short-term humanitarian aid volunteer effectiveness abroad*. Doctoral dissertation, North Carolina State University.
- Clayton, A. M. (2016, April). *Online and onsite employee volunteerism: Testing the effects on recruitment outcomes*. Master's thesis, North Carolina State University.
- Gloss, A. E. (2015, May). *Is it consumer-confidence or self-confidence? A study of employed and unemployed people's self-evaluations and their local-employment sentiment across regions of varying economic conditions*. Master's thesis, North Carolina State University.
- Rudolph, J. V. (2015, May). *Testing the influence of team ability on the relationship between a team member's self-efficacy and effort*. Doctoral dissertation, North Carolina State University.
- Whelan, T. J. (2015, May). *Response rates in 21st century organizational survey research: A conceptual model and meta-analysis*. Doctoral dissertation, North Carolina State University.
- Yentes, R. D. (2015, September). *Attention and data quality in online surveys: The role of survey length, progress bars, and time disclosure*. Master's thesis, North Carolina State University.
- Gasperson, S. M. (2014, November). *The effects of item-by-item feedback during a computer adaptive test*. Doctoral dissertation, North Carolina State University.
- Stoughton, J. W. (2014, November). *Organizational opinions untethered: Mobile technologies in survey deployment*. Doctoral dissertation, North Carolina State University.
- Kuo, E. W. (2013, May). *Social distance and initial trust in virtual teammates*. Master's thesis, North Carolina State University.
- Morgan, K. E. (2012, April). *Attributions in mobile computer mediated communication*. Master's thesis, North Carolina State University.

- Gissel, A. L. (2012, March). *The effects of email address norm violations on evaluations of job applicants*. Doctoral dissertation, North Carolina State University.
- Stoughton, J. W. (2011, April). *Examining applicant reactions to the use of social networking websites in pre-employment screening*. Master's thesis, North Carolina State University.
- Watson, A. M. (2010, November). *Cognitive and motivational influences on performance during training: A longitudinal field study*. Doctoral dissertation, North Carolina State University.
- Behrend, T. S. (2009, April). *Participation in pedagogical agent design: Effects on training outcomes*. Doctoral dissertation, North Carolina State University.
- Gissel, A. L. (2009, April). *Who is inclined to make video résumés and are they the people that organizations want to hire?* Master's thesis equivalency, North Carolina State University.
- Poncheri, R. M. (2008, October). *Understanding the nature of survey comment nonresponse and characteristics of nonresponders*. Doctoral dissertation, North Carolina State University.
- Vignovic, J. A. (2008, April). *Effects of culture cues on perceptions formed during computer-mediated communication*. Master's thesis, North Carolina State University. Co-chaired with F. Smith.
- Whelan, T. J. (2008, April). *Effects of survey modality and access controls on perceived anonymity and socially desirable responding*. Master's thesis, North Carolina State University.
- Watson, A. M. (2008, March). *Electronic monitoring relevance and justification: Implications for procedural justice and satisfaction*. Master's thesis, North Carolina State University. Co-chaired with J. Michael.
- Duxbury, H. C. (2007, May). *The relative impact of self-efficacy, conscientiousness, and goal orientation on success in a web-based training program*. Senior honor's thesis, North Carolina State University. Co-chaired with T. S. Behrend.
- Voelker, C. C. (2007, May). *The relationships among explanatory style, core self evaluations, and education goals*. Senior honor's thesis, North Carolina State University.
- Bresnahan, L. M. (2004, May). *Effects of website diversity pictures on applicants' perceptions and intentions to pursue employment*. Senior honor's thesis, East Carolina University.
- Cavey, H. L. (2004, April). *Motivating employees to learn online: The importance of perceived usefulness and choice*. Master's thesis, East Carolina University.

- Pearce, B. J. (2004, April). *The effects of online communication on applicant reactions to employment interviews*. Master's thesis, East Carolina University.
- Sebastianelli, J. D. (2004, April). *The effects of computer surveillance on web-based trainees*. Master's thesis, East Carolina University.
- Bowers, B. L. (2003, December). *The effects of web-based survey media on perceptions of anonymity*. Senior honor's thesis, East Carolina University.
- Braddy, P. W. (2003, April). *Internet recruiting: The effects of web page design features*. Master's thesis, East Carolina University.
- King, J. L. (2003, April). *The role of goal setting and Internet self-efficacy during Web-based training*. Master's thesis, East Carolina University.
- Blair, C. A. (2003, March). *Electronic helping behaviors: The virtual presence of others makes a difference*. Master's thesis, East Carolina University.
- Robbins, K. M. (2002, December). *Examining young applicants' reactions to work/life benefits: The role of gender, school-family conflict, and Internet self-efficacy*. Master's thesis, East Carolina University.
- Herson, R. M. (2002, May). *The effects of goal setting on Internet search motivation*. Senior thesis, East Carolina University.
- Jamieson, G. L. (2002, April). *The relationship between Internet self-efficacy and motivation online*. Master's thesis, East Carolina University.
- Phillips, B. D. (2001, December). *The effects of electronic communication on attentiveness and satisfaction within teams*. Senior thesis, East Carolina University.
- Hale, M. S. (2001, November). *Cyberslacking in the office: The effects of workplace sanctions and worker personality*. Master's thesis, East Carolina University.
- Lewis, C. E. (2001, November). *The impact of recipient list size and priority signs on electronic helping behavior*. Master's thesis, East Carolina University.
- Lynch, B. J. (2001, May). *Predicting satisfaction with web-based instruction*. Senior honor's thesis, East Carolina University.
- Meriac, J. P. (2001, February). *The effects of goal setting on Internet search tasks*. Senior thesis, East Carolina University.
- Alvarez, K. (1998, December). *Designing team performance assessment systems: Issues, techniques, and recommendations*. Senior honor's thesis, University of South Florida, St. Petersburg.

SELECTED TECHNICAL REPORTS AND POLICY BRIEFS

- Sherlock, J., Ariely, D., & **Foster, L. L.** (in progress). Fit for purpose: Using behavioural insights to equip public servants for Agenda 2030. Chapter invited

for the United Nations Department of Economic and Social Affairs (UN DESA) report on *Mobilizing and Equipping Public Servants to Realize the 2030 Agenda for Sustainable Development*.

Foster, L. L., & Drummond, J. (2020). Beyond the individual: Why and how behavioural insights can be applied to organisational behaviour. In *Behavioural Insights and Organisations: Fostering Safety Culture*. Paris, France: Organisation for Economic Co-operation and Development.

<https://www.oecd.org/gov/regulatory-policy/behavioural-insights-and-organisations-e6ef217d-en.htm>

Foster, L. L. (under review). *Exploring behavioral insights as a UNICEF communications for development tool for behavioral change*. Paper commissioned by the United Nations Children's Fund (UNICEF).

Foster, L. L., Avrin, A., Trindel, K., Baker, L., & Polli, F. (under review). *Using predictive talent analytics to connect opportunity youth to employment that fits*. White paper funded by Rockefeller Foundation. Finalist for the 2020 Wharton People Analytics White Paper Competition. Competition results pending.

Foster, L. L. (2019). Applying behavioural science to organizational change management in the United Nations system. Paper commissioned for *Review of Change Management in United Nations System Organizations: Report of the Joint Inspection Unit*. Geneva, Switzerland:

https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2019_4_english.pdf

Foster, L. L., Ariely, D., & Van Adelsberg, D. (2019). *Human capital factors in the workplace*. Invited policy brief submitted to the United States Subcommittee on Investor Protection, Entrepreneurship and Capital Markets' May 15, 2019 hearing entitled *Promoting Economic Growth: A Review of Proposals to Strengthen the Rights and Protections for Workers*.

Foster, L. L. (2017). *Applying behavioural insights to organizations: Theoretical underpinnings*. Paper commissioned by the Organisation for Economic Co-operation and Development (OECD) for the European Commission's Directorate-General for Regional and Urban Policy (DG-Regio).

Shankar, M. U., & **Foster, L. L.** (2016). Behavioural Insights at the United Nations – Achieving Agenda 2030. New York: United Nations Development Programme.

<http://www.undp.org/content/undp/en/home/librarypage/development-impact/behavioural-insights-at-the-united-nations--achieving-agenda-203/>

*Gloss, A., Behrend, T. S., Blustein, D. L., **Foster, L. L.**, & Chakroun, B. (2016). *Big data and ICTs for human capabilities* (Working paper of the Foster Workforce Development Institute). doi:10.13140/RG.2.2.14387.84001

*Gloss, A. E., & **Foster, L. L.** (2016). *Decent work for all: Leveraging big data for a human-centered approach to sustainable development*. Policy Brief for the United Nations High Level Political Forum. Developed in collaboration with SIOP's committee of representatives to ECOSOC.
<http://www.siop.org/tip/april16/pdfs/un.pdf>.

White House Social and Behavioral Sciences Team (2016). *Annual Report*. National Science and Technology Council, Executive Office of the President, Washington DC:
<https://sbst.gov/download/2016%20SBST%20Annual%20Report.pdf>

White House Social and Behavioral Sciences Team (2015). *Annual Report*. National Science and Technology Council, Executive Office of the President, Washington DC:
<https://sbst.gov/download/2015%20SBST%20Annual%20Report.pdf>

Bhawuk, D. P. S., Carr, S. C., *Gloss, A. E., & **Foster Thompson, L. (2014). Poverty reduction through positive work cycles: Exploring the role of information about work, culture and diversity, and organizational justice. In S. Al-Atiqi (Ed.), *Barriers to and opportunities for poverty reduction: Prospects for private-sector led interventions* (Background paper to the United Nations Development Programme 2014 foundational report, *The role of the private sector in inclusive development: Barriers and opportunities at the base of the pyramid*). Istanbul, Turkey: United Nations Development Programme. **Authorship listed in alphabetical order.

*Gloss, A. E., & **Foster Thompson, L.** (2014). Estimating the underlying characteristics of South Africa's critical/scarcce occupations: A proof-of-concept study. In Department of Higher Education and Training (2014), *Skills for and through strategic integrated projects*. Pretoria, Republic of South Africa: Department of Higher Education and Training.

*Gloss, A. E., *Gasperson, S. M., *Ramirez, S. A., *Hoffman, A. J., & **Foster Thompson, L.** (2014). *Direct dialogue success: A global study*. Amsterdam, The Netherlands: Greenpeace International.

Foster Thompson, L. (2009). *Identifying the predictors of civilian commitment and turnover at USASOC*. Fort Bragg, NC: United States Army Special Operations Command Headquarters.

Foster Thompson, L. (2009). *SmartAid pilot test site assessment*. Chiang Rai, Thailand: Rescue Mission for Children.

Foster Thompson, L., Beal, S. A., & Lussier, J. (2008). *Developing an onboarding program to improve senior leader transitions in the Army*. Fort Bragg, NC: United States Army Special Operations Command Headquarters.

Meade, A. W., & **Foster Thompson, L.** (2007). *Evaluating the 160th Special Operations Aviation Regiment (SOAR) 360-degree leadership survey*. Southern Pines, NC: Special Psychological Applications.

Meade, A. W., & **Foster Thompson, L.** (2007). *Evaluating the USAREC Leader's Edge 360-degree leadership survey*. Southern Pines, NC: Special Psychological Applications.

Martin, D. L., McGraw, D., Surface, E. A., & **Foster Thompson, L.** (2005). *Command climate survey: Directorate-level feedback report*. Ft. Bragg, NC: Army Research Institute and Surface, Ward & Associates.

Foster Thompson, L., Howard, R., & Jones, K. (2005). *Greenville Utilities Commission: Customer satisfaction assessment*. Greenville, NC: Greenville Utilities Commission.

Foster Thompson, L., & Surface, E. A. (2005). *Modality effects in the field: Comparing telephonic and face-to-face oral proficiency interviews*. Ft. Bragg, NC: Special Operations Forces Language Office and Surface, Ward & Associates.

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