

## **Jeffrey M. Stanton, Ph.D.**

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Syracuse University, Syracuse, NY 13244,  
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### ***Academic Degrees***

**Ph.D., Industrial/Organizational Psychology**, University of Connecticut, 1997

Dissertation title: Performance Monitoring and Fairness Perceptions: Characteristics, Context, and Correlates; Advisor: Janet Barnes-Farrell

**M.A., Industrial/Organizational Psychology**, University of Connecticut, 1994

Thesis title: Relationships among Personal Control, Satisfaction and Performance in the Use of Computer Performance Monitoring; Advisor: Janet Barnes-Farrell

**B.A., Computer Science**, Dartmouth College, 1983

### ***Academic Positions***

**Syracuse University, School of Information Studies**, Associate Professor and Director, Ph.D. Program in Information Science and Technology, *June 2006–Present*

**Syracuse University, School of Information Studies**, Associate Professor, *June 2004–Present*

**Syracuse University, School of Information Studies**, Assistant Professor, *July 2001–May 2004*

**Bowling Green State University**, Assistant Professor, *August 1997–June 2001*

**Eastern Connecticut State University**, Adjunct Professor: *September 1995–December 1995*

### ***Research Focus***

I apply the principles of behavioral science and organizational research to understanding the interactions of people and technology within organizations. My most recent efforts have focused on behavioral information security, a program to help understand and influence the ways in which employee behavior impacts an organization's success with information security.

### ***Externally Funded Research Projects and Grants***

**Institute of Museum and Library Science**, 07/01/07-06/30/09, *Developing Faculty to Educate the Next Generation of Library Professionals*. Role: Principal Investigator.

**National Science Foundation**, (ECS-0500431), 02/15/05- 02/14/06, *SGER: Ethics Research in a Nanotechnology Facility*. Role: Consultant; Principal Investigator: Vivian Weil.

**National Science Foundation**, (CNS-0420434), 06/01/04-05/30/07, *Culture Clash! The Adverse Effects of IT Occupational Subculture on Formative Work Experiences of IT Students*.

**NYSTAR/CASE Center**, 04/01/04-09/01/04, *Central New York Secure Business Initiative (CNY-SBI)*. Roles: Project director, funding recipient.

**National Science Foundation**, Research Experiences for Undergraduates (REU) supplemental award, 6/1/04-5/31/05. Role: Principal Investigator.

**National Science Foundation**, (ITR-0312078), 09/01/03-02/28/05, *Behavioral information security: The politics, motivation, and ethics of information security in organizations*. Role: Principal Investigator.

**SIOP Foundation**, small grants for scientist-practitioner research collaborations, 11/1/02-10/31/03, *Behavioral information security: A Seed project to demonstrate its potential for I-O psychology*. Role: Principal Investigator.

**National Science Foundation**, Research Experiences for Undergraduates (REU) supplemental award, 6/1/02-5/31/03. Role: Principal Investigator.

**National Science Foundation CAREER Award** (SES-9984111), 6/1/00-5/30/05, *Organizations, Technology, and Data about Workers*. Role: Principal Investigator.

**Procter and Gamble**, 9/1/99-11/15/99, *Investigation of Thinking Style Diversity*. Roles: Project director, funding recipient.

**National Society of Black Engineers**, 4/17/00-11/30/00, *NSBE Recruiting and Retention Survey; NSBE 50 Survey*. Role: Co-principal Investigator; Principal Investigator: Steven Rogelberg.

**National Society of Black Engineers**, 3/24/99-9/30/99, *NSBE 50 Survey*. Role: Co-principal Investigator; Principal Investigator: Steven Rogelberg.

**National Science Foundation** (SBR-9810137), 9/1/98-2/29/00, *Impacts of Personnel Data Technologies*. Role: Principal Investigator.

**National Society of Black Engineers**, 7/1/98-11/30/98, *NSBE Recruiting and Retention Survey*. Role: Co-principal Investigator; Principal Investigator: Steven Rogelberg.

### ***Refereed Journal Articles***

(Organized in reverse chronological order into three topical groups)

#### **Article Group 1: *Organizations, Technology, and People***

1. Guzman, I. R., Stam, K. R., & Stanton, J.M. (In press). The Occupational Culture Of IS/IT Personnel within Organizations. *The DATA BASE for Advances in Information Systems*.
2. Spitzmueller, C., & Stanton, J. M. (in press). Examining employee compliance with organizational surveillance and monitoring. *Journal of Occupational and Organizational Psychology*.
3. Stanton, J. M., Stam, K. R., Mastrangelo, P., & Jolton, J. (2005). An analysis of end user security behaviors. *Computers & Security*, 24, 124-133.
4. Stam, K. R., Stanton, J. M., and Guzman, I. R. (2004). Employee Resistance to Digital Information and Information Technology Change in a Social Service Agency: A Membership Category Approach. *Journal of Digital Information* (Special Issue on Social Aspects of Digital Information in Perspective), 5 (4), No. 274, 2004-10-20.
5. Stanton, J. M., & Weiss, E. M. (2003). Organisational databases of personnel information: Contrasting the concerns of human resource managers and employees. *Behaviour and Information Technology*, 22 (5), 291-304.
6. Stanton, J. M., & Lin, L. F. (2003). Effects of Workplace Monitoring Policies on Organizational Attractiveness and Potential Employment Discrimination. *Journal of Black Psychology*, 29 (3), 257-274.
7. Stanton, J. M., Sarkar-Barney, S. T. M. (2003). A Detailed analysis of task performance with and without computer monitoring. *International Journal of Human Computer Interaction*, 16 (2), 345-366.
8. Zakaria, N., Stanton, J. M., & Sarkar-Barney, S. (2003). Designing and implementing culturally-sensitive IT applications: The interaction of culture values and privacy issues in the Middle East. *Information Technology and People*, 16, 49-75.

9. Stanton, J. M., & Stam, K. R. (2003). Information Technology, Privacy, and Power within Organizations: A View from Boundary Theory and Social Exchange Perspectives. *Surveillance and Society*, 2, 152-190.
10. Stanton, J. M. (2002). Company profile of the frequent Internet user: Web addict or happy employee? *Communications of the Association for Computing Machinery*, 45 (1), 55-59.
11. Stanton, J. M., & Julian, A. L. (2002). The impact of social cues about an EPM system on performance quality and quantity. *Computers in Human Behavior*, 18, 85-101.
12. Stanton, J. M. (2002). New information technology adoption in law offices: Barriers and benefits. *Syracuse Law Review*, 52 (4), 1083-1090.
13. Stanton, J. M., & Weiss, E. M. (2000). Electronic Monitoring in Their Own Words: An Exploratory Study of Employees' Experiences with New Types of Surveillance. *Computers in Human Behavior*, 16, 423-440.
14. Stanton, J. M. (2000). Reactions to employee performance monitoring: Framework, review, and research directions. *Human Performance*, 13, 85-113.
15. Stanton, J. M. (2000). Traditional and electronic monitoring from an organizational justice perspective. *Journal of Business and Psychology*, 15, 129-147.
16. Stanton, J. M., & Barnes-Farrell, J. L. (1996). Effects of electronic performance monitoring on personal control, task satisfaction and task performance. *Journal of Applied Psychology*, 81, 738-745.

**Article Group 2: Methodological Developments in Self-Report Techniques**

17. Rogelberg, S. G., & Stanton, J. M. (2007). Understanding and dealing with organizational survey nonresponse. *Organizational Research Methods*, 10, 195-209.
18. Russell, S.R., Spitzmüller, C., Lin, L.F., Stanton, J.M., Smith, P.C., & Ironson, G. H. (2004). Shorter can also be better: The abridged Job in General Measure. *Educational and Psychological Measurement*, 64 (5), 878-893.
19. Highhouse, S., Reeve, C., & Stanton, J. M. (2004). Examining reactions to employer information using a simulated web-based job fair. *Journal of Career Assessment*, 12 (1), 85-96.
20. Fuller, J. A., Stanton, J. M., Fisher, G. G., Spitzmueller, C., Russell, S. S., & Smith, P. C. (2003). A Lengthy Look at the Daily Grind: Time Series Analysis of Job Stress and Satisfaction. *Journal of Applied Psychology*, 88, 1019-1033.
21. Stanton, J. M., Sinar, E. F., Balzer, W. K., & Smith, P. C. (2002). Issues and strategies for reducing the length of self-report scales. *Personnel Psychology*, 55 (1), 167-193.
22. Stanton, J. M., Sinar, E. F., Balzer, W. K., Julian, A. L., Thoresen, P., Aziz, S., Fisher, G. G., & Smith, P. C. (2002). Development of a compact measure of job satisfaction: The abridged job descriptive index. *Educational and Psychological Measurement*, 62, 173-191.
23. Stanton, J. M., Bachiochi, P. D., Robie, C., Perez, L. M., & Smith, P. C. (2002). Revising the JDI Work Satisfaction Subscale: Insights into Stress and Control. *Educational and Psychological Measurement*, 62, 877-895.

24. Stanton, J. M., & Rogelberg, S. G. (2001). Using Internet/Intranet Web Pages to Collect Organizational Research Data. *Organizational Research Methods*, 4, 199-216.
25. Stanton, J. M., Balzer, W. K., Smith, P. C., Parra, L. F., & Ironson, G. (2001). A global measure of work stress: The stress in general (SIG) scale. *Educational and Psychological Measurement*, 61, 866-888.
26. Stanton, J. M. (2000). Empirical distributions of correlations as a tool for scale reduction. *Behavior Research Methods, Instruments, and Computers*, 32, 403-406.
27. Smith, P. C., & Stanton, J. M. (1998). Perspectives on the measurement of job attitudes: The long view. *Human Resources Management Review*, 8, 367-386.
28. Stanton, J. M. (1998). An empirical assessment of data collection using the Internet. *Personnel Psychology*, 51, 709-725.

### **Article Group 3: Collaborative Efforts and Teaching Articles**

29. Stam, K. and Stanton, J.M. (2003). Examining Personal and Cultural Assumptions about Information Technology Using a Technology Abstinence Exercise. *Journal of Information Systems Education*, 15 (1).
30. Crossley, C. D., & Stanton, J. M. (in press). Negative affect and job search: Further examination of the reverse causation hypothesis. *Journal of Vocational Behavior*.
31. Tarakeshwar, N., Stanton, J. M., & Pargament, K. I. (2003). Religion: An overlooked dimension in cross-cultural psychology. *Journal of Cross Cultural Psychology*, 34, 377-394.
32. Hwang, J., Aravamudham, P., Liddy, E., Stanton, J. and MacInnes, I. (2002). Charging Control and Transaction Accounting Mechanisms Using IRTL Middleware for P2P Services. *Lecture Notes in Computer Science*, 2511, 239-249.
33. Stanton, J. M. (2002). (Untitled essay, p. 29). In C. V. Fukami, Lest we forget: 9/11 and management education. *Academy of Management Learning and Education*, 1, 13-37.
34. Stanton, J. M. (2001). Galton, Pearson, and the peas: A brief history of linear regression for statistics instructors. *Journal of Statistical Education*, 9 (3).
35. Mellor, S., Barnes-Farrell, J. L., & Stanton, J. M. (1999). Unions as justice-promoting organizations: The interactive effect of ethnicity, gender, and perceived union effectiveness. *Sex Roles*, 40, 331-346.

### **Book**

36. Stanton, J. M., & Stam, K. R. (2006). *The Visible Employee*. Medford, NJ: Information Today (ISBN 0-910-965749).

### **Refereed Book Chapters**

37. Stanton, J. M., Stam, K. R., Mastrangelo, P., & Jolton, J. (2006). Behavioral Information Security: An Overview, Results, and Research Agenda. In P. Zhang & D. Galletta (Eds.), *Human-Computer Interaction and Management Information Systems: Foundations*. Armonk, NY: M. E. Sharpe.
38. Guzman, I. R., Stanton, J. M., & Eischen, D. (2005). Female Perceptions of the Information Technology Culture. In E. M. Trauth (Ed.), *Gender and IT Encyclopedia*. Hershey, PA: Information Science Publishing.

39. Nicholson, S., & Stanton, J. M. (2004). Gaining strategic advantage through bibliomining: Data mining user and collection data in corporate, special, digital, and traditional libraries. In H. R. Nemati & C. D. Barko, *Organizational data mining: Leveraging enterprise data resources for optimal performance* (pp. 246-262). Hershey, PA: Idea Group.
40. Stanton, J. M., Nolan, T. V., Dale, J. R. (2003). Evaluation of Human Resource Information Systems. In J. Edwards, J. R. Scott, & N. Raju, *Handbook of Program Evaluation for Human Resources Management* (pp. 471-492). Thousand Oaks, CA: Sage.
41. Rogelberg, S. G., Church, A. H., Waclawski, J., & Stanton, J. M. (2002). Organizational Survey Research: Overview, the Internet/intranet and present practices of concern. In S. G. Rogelberg (Ed.), *Handbook of Research Methods in Industrial and Organizational Psychology*. Oxford: Blackwell.
42. Stanton, J. M. (2002). Information technology and privacy: A boundary management perspective. In S. Clarke, E. Coakes, G. Hunter, & A. Wenn, *Socio-Technical and Human Cognition Elements of Information Systems* (pp. 79-103). London: Idea Group.
43. Stanton, J. M., & Rogelberg, S. G. (2002). Beyond online surveys: Internet research opportunities for industrial-organizational psychology. In S. G. Rogelberg (Ed.), *Handbook of Research Methods in Industrial and Organizational Psychology*. Oxford: Blackwell.

### **Refereed Conference Proceedings**

44. Stanton, J. M., Guzman, I. R., & Fagnot, I. J. (2006, April). Internships and Occupational Commitment of College Students in IT-Related Majors. *Proceedings of the 2006 SIGMIS CPR Conference*, April 13-15, 2006, Pomona, CA.
45. Stanton, J. M., & Fagnot, I. J. (2006, January 6). Extracting useful information from security assessment interviews. Proceedings of the 39<sup>th</sup> meeting of the Hawaii International Conference on System Sciences, p. 127 (Internet and the Digital Economy Track 6). Full text available at: <http://csdl.computer.org/comp/proceedings/hicss/2006/2507/06/250760127b.pdf>
46. Guzman, I. R., Sharif, R., Blanchard, T., Ellis, G. S., & Stanton, J. M. (2005). What Attracts Women to the IT field? The First Process of Occupational Socialization. In *Proceedings of the 2005 America's Conference on Information Systems (AMCIS)*, pp. 719-727.
47. D.F. Anderson, D.M. Cappelli, J.J. Gonzalez, M. Mojtahedzadeh, A.P. Moore, E. Rich, J.M. Sarriegui, T.J. Shimeall, J.M. Stanton, E. Weaver, A. Zagonel. (2004, July) Preliminary System Dynamics Maps of the Insider Cyber-Threat Problem. Proceedings of the 22nd International Conference of the System Dynamics Society.
48. Stanton, J. M., Mastrangelo, P. R., Stam, K. R., & Jolton, J. (2004). Behavioral Information Security: Two End User Survey Studies of Motivation and Security Practices. In *Proceedings of the 2004 America's Conference on Information Systems (AMCIS)*, pp.3625-3629.
49. Guzman, I. R., & Stanton, J. M. (2004). Culture Clash! The Adverse Effects of IT Occupational Subculture on Formative Work Experiences of IT Students. *Proceedings of the 2004 America's Conference on Information Systems (AMCIS)*.
50. Guzman, I. R., Stanton, J. M., Stam, K. R., Vijayasri, V., Yamodo, I., Zakaria, N., Caldera, C. (2004). A qualitative study of the occupational subculture of information systems employees in organizations. In *Proceedings of the 2004 conference on Computer personnel*

research: *Careers, culture, and ethics in a networked environment* (pp. 74-80). New York: ACM Press.

51. Stanton, J. M., Stam, K. R., Guzman, I., & Caldera, C. (2003, October). Examining the linkage between organizational commitment and information security. *Proceedings of the IEEE Systems, Man, and Cybernetics Conference*, Washington, DC.
52. Marcinkowski, S., & Stanton, J. M. (2003, October). Motivational aspects of information security policies. *Proceedings of the IEEE Systems, Man, and Cybernetics Conference*, Washington, DC.
53. Stanton, J. M., Zhang, P., & von Dran, G. (2002, December 14). JEM: A motivational model of evaluation of an information seeking environment. *The first annual workshop on HCI in MIS (HCI/MIS'02)*, Barcelona, Spain.
54. Stanton, J. M., & Barnes-Farrell, J. L. (1995, September). Effects of Computer Monitoring on Personal Control, Satisfaction and Performance. *Proceedings of Work, Stress and Health, APA-NIOSH Convention*, Washington, DC.

### **Other Publications (Editor-Reviewed)**

55. Stanton, J. M., Guzman, I. R., & Fagnot, I. J. (2006, April). Culture Clash! Undergraduate Student Socialization during Pre-professional Work in the Information Technology Field. In *Proceedings of the National Science Foundation's ITWF & ITR/EFW Principal Investigator Conference*, April 2-4, 2006, Raleigh, NC, pp.213-216.
56. Stanton, J. M. (In press). Book review of *Critical Ethnography* (by D. Soyini Madison). *Organizational Research Methods*.
57. Stanton, J. M., et al. (2005). Theme 1: Productivity and Equity (Workshop breakout session report). In M. Roco & M. Thursby (Eds.) *Nanotechnology: Societal Implications – Maximizing Benefits for Humanity* (pp. 41-46). Washington, DC: National Nanotechnology Coordination Office.
58. Kaarst-Brown, M. L., Nicholson, S., von Dran, G. M., & Stanton, J. M. (2004). Organizational cultures of libraries as a strategic resource. *Library Trends*, 53 (1), 33-53.
59. Stanton, J. M. (2004). Privacy. In W. S. Bainbridge, *Encyclopedia of Human-Computer Interaction* (vol. 2), 571-576.
60. Nicholson, S., & Stanton, J. M. (2004). Bibliomining for library decision-making. In M. Khosrow-Pour, *Encyclopedia of Information Science and Technology* (pp. 272-277). Hershey, PA: Idea Group.
61. Stanton, J. M., & Covert, M. D. (2004). Turbulent Waters: The Intersection of Information Technology and Human Resources. *Human Resource Management Journal*, 43 (2&3), 121-126.
62. Stanton, J. M. (2004). Book review of *The Internet Research Handbook* (by Niall Ó Dochartaigh). *Organizational Research Methods*, 7 (1), 115-118.
63. Rogelberg, S. G., Church, A. H., Waclawski, J., & Stanton, J. M. (2001). Problems and potential alternatives to two common survey reporting practices: Normative comparisons and "percent favorables." *The Industrial-Organizational Psychologist*, 38 (4), 99-103.

64. Stanton, J. M. (1999). Validity and related issues in web-based hiring. *The Industrial-Organizational Psychologist*, 36 (3), 69-77.
65. Greguras, G. J., & Stanton, J. M. (1996). Three considerations for I/O graduate students seeking academic positions: Publish, publish, publish. *The Industrial-Organizational Psychologist*, 33 (3), 92-98.

### **Selected Refereed Papers Read to Professional Societies**

66. Stam, K., Guzman, I., Fagnot, I., and Stanton, J. (2005) What's Your Password? The Experience of Fieldworkers Using Ethnographic Methods to Study Information Technology in Work Organizations. Paper presented at the 2005 American Anthropological Association Annual Meetings, Washington, DC. Dec. 2.
67. Guzman, I. R. Stanton, J. M., Stam, K. R. Vijayasri V., Yamodo, I., Zakaria, N. & Caldera, C. (2004, April). A Qualitative Study of the Occupational Subculture of Information Systems Employees in Organizations. ACM – Special Interest Group on Management Information Systems - Computer Personnel Research Conference. Tucson, Arizona.
68. Rubin, V. L., Stanton, J.M., Liddy, E.D. (2004, March). Discerning Emotions in Texts. AAAI Spring Symposium on Exploring Attitude and Affect in Text: Theories and Applications (AAAI-EAAT 2004), Stanford University, Palo Alto, CA.
69. Caldera, C., Guzman, I. R., Stam, K. R., Vijayasri, V., Yamodo, I., & Stanton, J. M. (2004, April). Conflict and Cooperation: Occupational Subculture of IT Employees. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
70. Zakaria, N., Stam, K., and Stanton, J. M. (2003) *Exploring Security and Privacy Issues in Hospital Information Systems: An Information Boundary Theory Perspective*. American Medical Informatics Association Annual Symposium, Foundations of Informatics, Washington, D.C., November 8-12.
71. Stanton, J. M., Caldera, C., Guzman, I., Isaac, A., Lin, P., Mathur, M., Seymour, J., Spitzmueller, C., Stam, K., Yamodo, I., and Zakaria, N. (2003, April). Behavioral Information Security: An Overview, Research Agenda, and Preliminary Results. In Dhillon, G., *The Security Conference*. Symposium presentation at the ISOneWorld 2003 Las Vegas, NV.
72. Stanton, J. M., Caldera, C., Isaac, A., Stam, K. R., & Marcinkowski, S. J. (2003, April). Behavioral information security: Defining the criterion space. In P. M. Mastrangelo & W. J. Everton, *The Internet at work or not: Preventing computer deviance*. Symposium presentation at the 2003 meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
73. Hwang, J., Aravamudham, P., Liddy, E., Stanton, J. and MacInnes, I. (2002, January). *IRTL (Information Resource Transaction Layer) Middleware Design for P2P and Open GRID Services*. 36th Annual HICSS, Big Island of Hawaii, USA.
74. Brooks-Laber, M., Highhouse, S., Reeve, C., & Stanton, J. M. (2002, November). *Using a simulated web-based job fair to study judgment and choice*. Paper presentation at the 2002 Annual Meeting of the Society for Judgment and Decision Making, Kansas City, MO.
75. Sarkar-Barney, S., Stanton, J. M., & Line, K. (2001, April). Crossing the line: When do organizations ask for too much personal data about workers? In B. J. Alge, *Design considerations in electronic workplace surveillance systems*, symposium presented at the

- 16<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
76. Slaughter, J. E., Stanton, J. M., Mohr, D., C., & Schoel, W. A. (2001, August). The Interaction of Attraction and Selection: Potential Implications for the ASA Model and Use of a Biographical Data Measure as a Screening Device. Symposium presented at the annual meeting of the Academy of Management, Washington, DC.
  77. Sarkar-Barney, S., Zickar, M., & Stanton, J. M. (2001, April). *Causal indicator analysis: An alternative measurement model for the coping construct*. Poster presentation at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
  78. Fuller, J. A., Stanton, J. M., Fisher, G. G., Spitzmueller, C., Russell, S., & Smith, P. C. (2001, April). *A transfer function analysis of events, stress, and satisfaction*. Poster presented at the annual meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.
  79. Julian, A. L., Aziz, S., Stanton, J. M., Smith, P. C., Fisher, G. G., & Thoresen, P. (2000, April). *Effects of Current Mood States on the Measurement of Job Satisfaction*. Poster presented at the annual meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
  80. Julian, A. L., Stanton, J. M., Sarkar-Barney, S. T. M., & Greve, E. M. (2000, April). *Do remote monitoring systems affect employee performance?* In J. M. Wilson (Chair), Performance management issues in networked organizations. Symposium presented at the annual meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
  81. Perrault, N., Stanton, J. M., & Barnes-Farrell, J. L. (1998, April). *Fairness in supervisory behavior: Two experimental investigations*. Poster presentation at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
  82. Perrault, N., Stanton, J. M., & Barnes-Farrell, J. L. (1998, August). *Reactions to organizational policies: Intrusiveness and consequences as determinants of need for justification*. Poster presentation at the 24th International Congress of Applied Psychology, San Francisco, CA.
  83. Smith, C. S., Stanton, J. M., & House, R. J. (1999, March). *A theoretical framework for examining organizational stress cross-culturally*. Symposium presented at Work, Stress and Health, APA-NIOSH Convention, Baltimore, MD.
  84. Stanton, J. M. (2000, April). Mentoring and monitoring: mitigating adverse effects of frequent supervision. In B. J. Alge & E. A. Douthitt (Chairs), *Being Electronically Connected at Work: Justice, Privacy and Other Implications*. Symposium presented at the annual meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
  85. Stanton, J. M. (1999, April). *On the early adoption of statistical techniques in industrial psychology*. In S. Highhouse & L. L. Koppes, Partnerships, Politics, and Psychopathology: Industrial Psychology in the Early 20th Century. Symposium presented at the annual meeting of the Society for Industrial-Organizational Psychology, Atlanta, GA.
  86. Stanton, J. M. (1999, August). *Values, scholarship, and the Internet*. Paper presented at the annual meeting of the Society for Values in Higher Education, Portland Oregon.
  87. Stanton, J. M., Sederburg, M., & Smith, P. C. (2000, April). *Applying Neural Networking Techniques to Prediction Problems in I-O Psychology*. Poster presented at the annual meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
  88. Stanton, J. M., & Curtis, J. R. (1996, August). *Employee participation and acceptance of performance standards: An initial field test*. In Colella, A. (Chair), Contextual Influences on

Performance Appraisal. Symposium presented at the annual meeting of the Academy of Management, Cincinnati, OH.

89. Stanton, J. M., Rogelberg, S. G., & Harris, T. C. (1993, August). *Expertise Recognition in Problem-Solving Groups: Best Member's Self Recognition Most Important*. Poster session presented at the annual meeting of the American Psychological Society, Chicago, IL.

### **Non-Academic Professional Positions**

- *Applied Psychological Techniques*, Stamford, CT, Intern: *January 1995 - June 1995*  
Assisted in development of selection, appraisal, and management assessment systems for Fortune 500 companies. Performed job analyses, validation studies, and litigation support. Designed and developed assessment software. Created and managed local area network.
- *HRStrategies*, Stamford, CT, Intern: *June 1994 - December 1994*  
Performed statistical analyses of validation and job analysis data. Wrote reports for human resources consulting projects. Provided technology support for automated personnel testing.
- *Connecticut Department of Mental Health*, Research Assistant: *June 1993 - August 1993*  
Conducted statistical analyses on a longitudinal study of home-based mental health care.
- *Inpho, Inc.*, Cambridge, MA, Director of Engineering: *December 1990- September 1992*  
Managed a software development operation for database and voice processing applications.
- *AKG Acoustics*, Watertown, MA, Systems Engineer: *October 1986- December 1990*  
Developed software and hardware for digital audio processing devices. Managed a team of software engineers.
- *Texet, Inc.*, Arlington, MA, Software Engineer: *October 1983- October 1986*  
Developed software for text processing and pre-press applications.

### **Recent Outreach Projects**

- *Byrne Dairy*, Syracuse, NY, Sociotechnical information security assessment
- *A. L. Lee Hospital of Fulton, NY*, Information Technology Assessment, Formative Project Feedback
- *Oneida County Office for the Aging*, Information Technology Assessment, Training Design, Formative Project Feedback
- *Ohio Private Industry Council*, Predictors of Successful Re-employment
- *Brush-Wellman, Inc.*, Professional Measurement and Certification System

### **Teaching Focus**

I have taught a variety of courses on both behavioral science and technology topics, to classes ranging in size from 5 students to as many as 150 students. My teaching style focuses on developing self motivated learners with sophisticated critical thinking skills. Current topical priorities include courses on the organizational and behavioral aspects of information security and on social science research methods, including basic and advanced statistical analysis.

### **Teaching Experience**

#### *Undergraduate Courses:*

- Introduction to Information Technology
- Organizational Information Security
- Introduction to information-based organizations
- Critique of the Information Age

- Introductory psychology
- Introductory statistics
- Field research methods
- Tests and measurements

*Graduate Courses:*

- Organizational Information Security
- Inferential & Multivariate Statistics
- Theory Development
- Structural Equation Modeling
- Performance management / Personnel evaluation
- Motivation and Morale

*Workshops:*

- Introduction to Psychometrics (2007, 1 credit distance course)
- CARMA Summer Workshop on Web-Based Data Collection (2002, 2004, 2006, 2007)
- Introduction to Structural Equation Modeling (1999, 2001)
- Industrial-Organizational Professional Practice and Ethics Workshop (1999)
- Workshop on Dealing with Difficult People in the Workplace (1998)
- Implementing web-based surveys: Technical and Ethical Issues (1998, 1999)

*Invited Presentations:*

- *Visible Employee*. Presentation for the (Central New York) Information Technology Roundtable, Syracuse, NY (December 7, 2006).
- *Issues in Internet Data Collection*. Presentation for the Center for Advanced Research Methods and Applications, Richmond, VA (November 17, 2006).
- *The Visible Employee*. Presentation for the (Central New York) Council on Leadership in the Information Professions, Syracuse, NY. (November 3, 2006).
- *The Visible Employee*. Presentation for the Aiken, SC Annual Business Luncheon. (March 3, 2006).
- *The Visible Employee*. Presented for Syracuse University, Syracuse, NY, October 7, 2005.
- *Massive Voluntary Collaboration*. Presented for IBM Corporation at the T.J. Watson Industry Solutions Laboratory, Hawthorne, NY, May 12, 2005.
- *Behavioral Information Security*. Presented for Syracuse Research Corporation at Syracuse Technology Day, Syracuse NY, April 27, 2005.
- *Web surveys for social science research*. Presented at Bowling Green State University, Bowling Green, OH, October 29, 2004.
- *Behavioral Information Security*. Presented for Tri-Care Corporation on the campus of Syracuse University, Syracuse, NY, October, 7, 2004.
- *Behavioral Information Security*. Presented for the Department of Homeland Security on the campus of Syracuse University, Syracuse, NY, April 22, 2004.
- *Organizational Information Security*. Television appearance on WIXT-TV (News Channel 9, Syracuse, NY), September 25, 2003.
- *Behavioral Information Security*. Presented for the Griffiss Institute Cybersecurity Conference, Utica, NY, February 25, 2003.
- *Behavioral Information Security*. Presented for the Chief Scientist of the Griffiss Institute for Information Assurance on the campus of Syracuse University, January 30, 2003.

- *Using the Internet/Intranet to Collect Data for Psychological Research: Big Opportunity or Big Disaster?* Presented at Virginia Commonwealth University, Richmond, VA, April 3, 2000.
- *Seven Studies of Surveillance: Electronic Performance Monitoring in Organizations.* Presented at Syracuse University, Syracuse, NY, October 19, 2000.
- *Seven Studies of Surveillance: Electronic Performance Monitoring in Organizations.* Presented at the State University of New York, Albany, February 8, 2000.
- *Applicant Screening Using Biographical Data.* Presented for Procter and Gamble Corporation, Cincinnati, OH, November 19, 1999.
- *New developments in the measurement of job attitudes.* Presented at Wayne State University, Detroit, MI, November 2, 1999.

*Thesis and Dissertation Students:*

- Shuyuan (Mary) Ho, Ph.D. Information Science and Technology, Expected 2008
- Isabelle J. Fagnot, Ph.D. Information Science and Technology, Expected 2008
- Cavinda Caldera, Ph.D. Information Science and Technology, Expected 2007
- Nasriah Zakaria, Ph.D. Information Science and Technology, Completed 2006
- Indira Guzman, Ph.D. Information Science and Technology, Completed 2006
- Amanda Julian, M.A. Psychology, Completed 1999
- Shreya Sarkar-Barney, M.A. Psychology, Completed 1999, Ph.D. Psychology, Completed 2001
- Derek Steinbrenner, M.A. Psychology, Completed 2001
- Christiane Spitzmueller, M.A. Psychology, Completed 2001
- Lilly Lin, M.A. Psychology, Completed 2001

**Other Grants and Awards**

- Syracuse University, 6/07, Future Professoriate Project Service Appreciation Gift
- Syracuse University, 5/05, Syracuse University Award for Excellence in Graduate Education
- Syracuse University, 9/03, Robert Benjamin Award for Excellence in Junior Faculty Research
- Bowling Green State Univ., 5/00, Charles E. Shanklin Award for Outstanding Contributor to Graduate Education
- Bowling Green State Univ., 9/1/98-5/31/99, *Research Development Grant*
- Bowling Green State Univ., 11/97, *Graduate Performance Appraisal Development Stipend*
- Society for Values in Higher Education, 8/96, *New Teachers Workshop Travel, Tuition, Room, & Board Stipend*
- University of Connecticut Research Foundation, 1/93-9/96, *Doctoral Fellowships*

**Professional Development**

- GIAC Security Leadership Certification (recertified from GISO), 10/05-10/07
- GIAC Certified Information Security Officer, 10/03-10/05
- Information Officer Certification Training, 03/03, San Diego, CA
- Pre-tenured faculty teaching conference, 11/99, Bowling Green State University
- Pre-tenured faculty teaching conference, 11/98, Bowling Green State University
- New Teachers Workshop, 8/96, Sponsor: Society for Values in Higher Education
- Society for Industrial and Organizational Psychology, 4/96, Doctoral Consortium

## ***Membership in Professional Organizations***

- Association for Information Systems (Member)
- Society for Industrial and Organizational Psychology (Member)
- American Psychological Association (Member)
- Academy of Management (Member)
- Society for Values in Higher Education (Fellow and Past Board Member)

## ***Editorial Board and Reviewer Positions***

- Associate Editor, *Journal of Information Systems Security*, 2004-present
- Associate Editor, *Human Resources Management*, 2004-present
- Co-Editor, *Organizational Research methods* (special issue on non-response to organizational surveys; 2005-2006)
- Editor, *Human Resources Management* (special issue on technology-driven human resources practices; 2003-2004)
- Editorial Board, *Organizational Research Methods*, February 2003-Present
- Editorial Board, *Journal of Information Systems Education*, Fall 2002-Present
- Editorial Board, *Handbook of Research Methods in Industrial and Organizational Psychology*, 2001-2002
- Editorial Board, *Journal of Information System Security* (Forthcoming journal to be launched early in 2004)
- Editorial Review Board, *Journal of Information Technology Theory and Application*, Spring 2002-Present
- Content Editor (Research Division), Academy of Management, Spring 2002-Present
- Special Editorial Board member, *Journal of Organizational Behavior*
- Ad hoc reviewer, *Human Performance*
- Ad hoc reviewer, *Behavioral Research Methods, Instruments and Computers*
- Ad hoc reviewer, *Academy of Management Journal*
- Ad hoc reviewer, *Journal of Statistical Education*
- Ad hoc dissertation adjudicator: Andhra Pradesh University, India
- Grant review panelist, Spring 1999-present, National Science Foundation
- Ad hoc grant reviewer, Fall 2000-present, National Science Foundation
- Research Proposal Reviewer, Fall 2001, State of New Jersey Commission on Science and Technology
- Program reviewer, Strategy Track, Decision Sciences Institute, Spring 2002

## ***Service***

### *Departmental service:*

- Ph.D. Program Director, Fall 2006- Summer 2009
- Ph.D. Program Committee, Fall 2001- Present
- Undergraduate University Assessment Committee – Spring 2002-Present
- Salary, promotion, and tenure committee (BGSU), Academic year 2000-2001
- Behavioral Neuroscience Search Committee (BGSU), Spring 1999
- Departmental Colloquium Committee (BGSU), Spring 1999
- Graduate Admissions Committee Chair (BGSU), Spring 1999
- Graduate Student Recruiting Weekend Manager (BGSU), Spring 1999
- Graduate Teaching Prize Committee (BGSU)

- Graduate Applied Research Prize Committee (BGSU)
- Webmaster (BGSU), Fall 1998 – Fall 2000
- Graduate Admissions Committee (BGSU), Spring 1998
- Committee Member on three M.A. projects and four Post-M.A. projects (BGSU)
- Undergraduate course/career adviser serving approximately 30 undergraduates (BGSU)

*Graduate college service:*

- Graduate College Professional Development Program Presenter, Fall 1998
- Outside dissertation committee member (English dept.), 1998-1999
- Midwestern Association of Graduate Schools, Distinguished Thesis Award Review, 1998

*University service:*

- Director, Fall 2000, Bowling Green New Faculty Network (Early career peer mentoring program for new faculty)
- Search Committee Member, Fall 1998, Sponsored Programs and Research, Grants Information Coordinator Candidate Search
- Faculty Research Sponsor, Summer 1998, Ronald E. McNair Post Baccalaureate Achievement Program

*Professional service:*

- External Program Reviewer: SUNY Morrisville State College proposed bachelor program in Information Assurance and Security
- Committee Chair, 2003-2004, SIOP Ad Hoc Web Site Improvement Committee
- Board member, Summer 2001 - Present, Society for Values in Higher Education
- Membership Committee member, 2000 - 2003, Society for Values in Higher Education
- Subcommittee Chair, Summer 1999 - 2001, Society for Industrial-Organizational Society, education and training instructor's guide committee
- Committee member, Spring 1999 - Present, Society for Industrial-Organizational Society, Pre-Conference Workshop Committee
- Program Committee Reviewer, 1997-Present, Society for Industrial-Organizational Society
- Committee Member, 1998 - Present, Society for Industrial-Organizational Society, Education and Training Committee
- Committee Member, 2000 - Present, Society for Industrial-Organizational Society, Electronic Communication Committee
- Reviewer, Spring 1999, Academy of Management, Ralph Alexander Dissertation Award Committee
- Committee member, 2000-2002, Academy of Management, Placement Committee
- Committee member, 2001-present, Academy of Management, Program Review Committee