

## JOHN GEORGE VERES III

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### Education

PhD Industrial/Organizational Psychology  
Auburn University, June 1983

Dissertation title: *Bias in Content Validity: An Investigation into Sources of Racial Differences in Job Analysis*. Directed by W. R. Boyles and W. I. Sauser, Jr.

MS Psychology  
Auburn University at Montgomery, June 1978  
Major Professor: W. O. Jenkins

BS Psychology  
Auburn University at Montgomery, June 1976  
University Year for Action Student, 1976

### Current Position

*Chancellor*, Auburn University at Montgomery. Auburn University at Montgomery (AUM) is the metropolitan campus of Auburn University, a land-grant institution. Our mission is to encourage open inquiry, seeking to instill in our students ways of thinking, communicating, and learning that will be of enduring value by fostering and exemplifying excellence through teaching, research and service. Located on a 500-acre campus seven miles east of downtown Montgomery, AUM offers highly respected, accredited academic programs in a challenging but caring college environment.

Auburn Montgomery is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award the bachelor's, master's and specialist degrees, as well as the joint doctoral degrees with Auburn University. Classes are offered daytime, evenings and weekends. AUM has been chosen by *The Princeton Review* as a "Best Southeastern College" and the AUM College of Business has been selected repeatedly as a "Best Business School." *U. S. News and World Reports* recently selected Auburn Montgomery as a "Best Regional University – 2013 Edition."

Auburn Montgomery is a broadly-based academic institution organized into the College of Business and the Schools of Education, Liberal Arts, Nursing, and Sciences. Undergraduate degrees include the Bachelor of Arts in communication and dramatic arts, English, fine arts, history, and international studies; and Bachelor of Science in business administration, education, justice and public safety, mathematics, chemistry, political science, and psychology. AUM offers graduate degrees in Business, Education, Liberal Arts, and Sciences, and the Education Specialist degree. A Ph.D. in public administration and public policy is offered jointly with Auburn University. In addition, AUM offers the Master of International Relations for permanent party officers, civilians, and noncommissioned officers at Montgomery's Maxwell Air Force Base.

Auburn Montgomery Outreach works hand-in-hand with people and organizations to enhance productivity and quality of life through training, consulting, and applied research. Outreach, has trained tens of thousands of individuals, from age 6 to 85, and consulted with hundreds of private and public organizations throughout Alabama and beyond to make individuals and organizations more effective and efficient at what they do. Outreach provides tens of million dollars in contract services annually to federal, state, and local government, as well as private-sector organizations.

Auburn Montgomery is committed to increasing our students' skills related to globalization and broadening their horizons through international travel and by recruiting international students. The university currently has over 30 formal exchange agreements with universities in China and Korea, and international students on campus from over 40 countries. In 2012, AUM was designated as a Confucius Institute and began supplementing its for-credit Mandarin classes with *pro bono* classes in the Montgomery Public Schools and weekend classes for the River Region community.

## Past Employment/Appointments

March 2000 to June 2006 - Executive Director, Office of University Outreach, Auburn University at Montgomery.

Led University Outreach, comprised of four centers conducting applied research and providing consulting services:

- Center for Advanced Technologies - consulting and technical assistance in information technology.
- Center for Business and Economic Development - research expertise and consulting services in human resources management, litigation support in equal employment opportunity lawsuits, market and survey research, organizational analysis, and quantitative methods.
- Center for Demographic Research – research in population trends in the context of important public policy issues such as health, education, and societal welfare.
- Center for Government and Public Affairs - focus on human resources management, organizational consultation, performance management, and employee training in public sector agencies.

February 2000 to August 2005 - Professor of Information Systems and Decision Sciences, Auburn Montgomery.

Worked with Department Head on an Applied Technology Program curriculum, specifically managing information technology resources.

October 1982 to March 2000 - Director, Center for Business and Economic Development, Auburn Montgomery. The Center was a research and extension arm of the university, reporting to the Vice Chancellor for Financial and Administrative Services. Principal activities included personnel administration, selection procedure development and validation, organizational analysis, expert testimony and litigation support in equal employment opportunity law suits, and applied research in human resources management and industrial/organizational psychology.

January 1993 to May 1993 - Acting Executive Director, Alabama Certified Public Manager (CPM) Program and the Governmental Accounting and Auditing Training (GAAT) Program, Auburn University at Montgomery (concurrent with Center for Business directorship). Responsible for administrative oversight and financial management of programs delivering training to employees of Alabama state agencies.

November 1986 to July 1987 - Acting Dean of Continuing Education, Auburn Montgomery (also concurrent with Center directorship). Responsible for renovating the facilities and expanding the equipment holdings of the Division of Continuing Education. Microcomputers were acquired, videotape equipment was obtained, offices were refurbished, and an organizational diagnosis was completed during tenure as Acting Dean.

September 1982 to September 1985 - Assistant Professor of Management, Auburn Montgomery. Courses taught included undergraduate classes in general management, personnel management and organizational behavior. Also taught a graduate seminar in advanced human resources management.

November 1979 to September 1982 - Research Associate in the Center for Government and Public Affairs, Auburn Montgomery (Acting Assistant Director, August 1981 to May 1982). Duties included training in data collection methods, supervising ten interviewers and one research associate in data collection efforts, and administrative activities such as serving as project liaison to the grant administrator and communication of results via monthly progress reports and technical reports.

June 1978 to November 1979 - Research Associate for the Alabama Merit System Test Validation Project, Center for Government and Public Affairs, Auburn University at Montgomery. Duties included job analysis, test development and content validation, development of criterion measures for criterion-related validity studies, administration of performance tests, development of in-basket exercises, and item writing for multiple-choice selection tests.

March 1977 to August 1981 - Research and Development Consultant for Behavioral Evaluation, Treatment and Analysis, Incorporated. Duties included consultation to state and federal agencies for training of staff in the techniques of behavioral interviewing and related methods of data collection, preparation and delivery of workshops (including oral presentations, interviewing for demonstration, and assessment of participant performance), consultation in program design, data analysis, and public relations.

October 1976 to March 1977 - Research and Training Assistant for Auburn University at Montgomery. Duties included training of Alabama Department of Youth Services (D.Y.S.) staff in behavioral interviewing and related methods of data collection, program design, behavior control, and program evaluation.

## Current Research Interests

Job analysis. Using alternative selection/referral methods to reduce adverse impact while maintaining selection procedure utility. Test validation and related psychometric issues. Employment discrimination litigation.

## Publications

- Sauser, W. I., Sims, R. R., & Veres, J. G. (In press). Practical advice for human resources management professionals when facing a federal lawsuit. In Sims, R. R., & Sauser, W. I. (Eds.) *Legal issues in human resources management*. Charlotte, NC: Information Age Publishing.
- Buckley, M. R., Jackson, K. A., Bolino, M. C., Veres, J. G., & Feild, H. S. (2007). The influence of relational demography on panel interview ratings: A field study. *Personnel Psychology*, *60*, 627-646.
- Winkelspecht, C. S., Jackson, K. A., & Veres, J. G. (2007). A new look at old tools: Human resources management in a new era of litigation. In Ronald R. Sims (Ed.) *Human resources management: Contemporary issues, challenges, and opportunities*. Greenwich, CT: Information Age Publishing.
- Veres, J. G., Sims, R. R., Locklear, T. S., Jackson, K. A., & O'Leary, R. S. (2002). Job analysis: Yesterday, today, and tomorrow. In G. R. Ferris, M. R. Buckley, & D. B. Fedor (Eds.) *Human resource management: Perspectives, context, functions, and outcomes*. (4th ed.) (pp. 207-231), Upper Saddle River, NJ: Prentice-Hall.
- Mea, W., Sims, R. R., & Veres, J. G. (2000). Efforts in organization transformation: Getting your money's worth. *International Review of Administrative Sciences*, *66*, 479-493.
- Sims, R. R., Veres, J. G., Jackson, K. A., & Facticeau, C. L. (2000). *The challenge of front line management: Flattened organizations in the new economy*. Westport, CT: Quorum Books.
- Sims, R. R., & Veres, J. G. (Eds.) (1999). *Keys to employee success in the coming decades*. Westport, CT: Quorum Books.
- Sims, R. R., Veres, J. G., & Sims, S. J. (1999). Succeeding in the next millennium: Three skills employees must possess. In R. R. Sims, & J. G. Veres (Eds.) *Keys to employee success in the coming decades*. (pp. 1-14), Westport, CT: Quorum Books.
- Veres, J. G., & Sims, R. R. (1999). Keys to employee success: What skills are really important for success in the future? In R. R. Sims, & J. G. Veres (Eds.) *Keys to employee success in the coming decades*. (pp. 223-242), Westport, CT: Quorum Books.
- Buckley, M. R., Fedor, D. B., Veres, J. G., Wiese, D. S., & Carraher, S. M. (1998). Investigating newcomer expectations and job-related outcomes. *Journal of Applied Psychology*, *83*, 452-461.
- Osborn, S. M., Feild, H. S., & Veres, J. G. (1998). Introversion-extroversion, self-monitoring, and applicant performance in a situational interview: A field study. *Journal of Business and Psychology*, *13*, 143-156.
- Veres, J. G., & Jackson, K. A. (1998). In praise of incremental change in public sector organizations: A consultant's view. In R. R. Sims (Ed.) *Accountability and radical change in public organizations*. (pp. 215-228). Westport, CT: Quorum Books.
- Prewett-Livingston, A. J., Feild, H. S., Veres, J. G., & Lewis, P. M. (1996). Effects of race on interview ratings in a situational panel interview. *Journal of Applied Psychology*, *81*, 178-186.
- Veres, J. G., & Sims, R. R. (Eds.) (1995). *Human resource management and the Americans with Disabilities Act*. Westport, CT: Quorum Books.

- Sims, R. R., Veres, J. G., & Igou, F.P. (1995). Improving HRM's responsiveness to the ADA. In J. G. Veres, & R. R. Sims (Eds.) *Human resource management and the Americans with Disabilities Act* (pp. 171-184). Westport, CT: Quorum Books.
- Veres, J. G., Locklear, T. S., Sims, R. R., & Prewett, A. J. (1995). Job analysis in human resource management practice. In G. R. Ferris, & M. R. Buckley (Eds.) *Human resource management: Perspectives context, functions, and issues*. (3rd ed.) (pp. 122-154). Englewood, Cliffs, NJ: Prentice-Hall.
- Palmer, C. I., Boyles, W. R., Veres, J. G., & Hill, J. B. (1992). Using work samples as criteria to validate clerical tests. *Journal of Business & Psychology*, 7, 239-257.
- Kenny, J. T., Livingston, S. R., Veres, J. G., & Wells, R. B. (1991). Evolving university research centers: Vehicles for technology transfer. In R. R. Sims & S. J. Sims (Eds.) *Managing institutions of higher education in the 21st century: Issues and implications* (pp. 139-156). Westport, CT: Greenwood Press.
- Veres, J. G., Green, S. B., & Boyles, W. R. (1991). Racial differences on job analysis questionnaires: An empirical study. *Public Personnel Management*, 20, 135-144.
- Veres, J. G., Sims, R. R., & Locklear, T. S. (1991). Improving the reliability of Kolb's revised learning style inventory. *Educational & Psychological Measurement*, 51, 143-150.
- Green, S. B., & Veres, J. G. (1990). Evaluation of an index to detect inaccurate respondents to a task analysis inventory. *Journal of Business & Psychology*, 5, 47-61.
- Sims, R. R., Veres, J. G., & Sims, S. J. (1990). Productivity in business schools: Are we measuring what we should? *International Journal of Management*, 1, 79-88.
- Veres, J. G., Locklear, T. S., & Sims, R. R. (1990). Job analysis in practice: A brief review of the role of job analysis in human resource management. In G. R. Ferris, K. M. Rowland, & M. R. Buckley (Eds.) *Human resource management: Perspectives and issues*. (2nd ed.) (pp. 79-103). Boston: Allyn and Bacon.
- Boyd, D. R., Palmer, C. I., & Veres, J. G. (1989). Allen v. Board: Litigating teacher certification testing. *National Clearinghouse on Examination Information*, 8, 10-16.
- Locklear, T. S., Granger, B. B., & Veres, J. G. (1989). Evaluation of a behaviorally-based appraisal system. *Journal of Managerial Issues*, 1, 66-75.
- Sims, R. R., Sims, S. J., Veres, J. G., & Locklear, T. S. (1989). A view from my side: Managing AIDS in the workplace. *Training and Management Development Methods*, 3, 6.15-6.22.
- Sims, R. R., & Veres, J. G. (1989). Improving employee relations through an organizational intervention: A case study. *International Journal of Management*, 6, 137-144.
- Sims, R. R., Veres, J. G., & Heninger, S. M. (1989). Training for competence. *Public Personnel Management*, 18, 101-107.
- Sims, R. R., Veres, J. G., & Shake, L. G. (1989). An exploratory examination of the convergence between the learning style questionnaire and the revised learning style inventory. *Educational & Psychological Measurement*, 49, 227-233.
- Sims, R. R., Veres, J. G., & Sims, S. J. (1989). A training method for increasing managers' sensitivity to ethics: Developing codes of ethics. *Training and Management Development Methods*, 3, 6.09-6.14.
- Veres, J. G., & Sims, R. R. (1989). Introducing technology in the form of office automation in four businesses. *Management Research News*, 12(2), 4-7.
- Kenny, J. T., & Veres, J. G. (1988). University research and public service: The president as mentor. *American Schools and Universities*, 60, 20d-20g.

- Sims, R. R., & Veres, J. G. (1988). Suggestions on acquiring skills in teaching business. *Business Education, 9*, 5-12.
- Sims, R. R., & Veres, J. G. (1988). Enhancing competence: Proposals for improving management education. *International Journal of Management, 5*, 5-14.
- Sims, R. R., & Veres, J. G. (1988). Management development: Improving managers' employee counseling skills. *Training and Management Development Methods, 2*, 4.43-4.51.
- Sims, R. R., & Veres, J. G. (1988). Management development: A case study. *Training and Management Development Methods, 2*, 51-58.
- Veres, J. G. (1988). Managing a modern university research center. In J. T. Kenny (Ed.) *New directions in higher education: Trends in university research management*. San Francisco: Jossey-Bass
- Bowens, H., Sims, R. R., & Veres, J. G. (1987). Tactical actions: Surviving in today's organizations. *International Journal of Management, 4*, 457-466.
- Buckley, M. R., & Veres, J. G. (1987). Reducing biases in performance evaluations through applications of decision theory. *International Journal of Management, 4*, 587-592.
- Kuyk, T. K., Veres, J. G., Lahey, M. A., & Clark, D. J. (1987). The ability of deutan color defectives to perform simulated air traffic control tasks. *American Journal of Optometry & Physiological Optics, 64*, 2-10.
- Sims, R. R., & Veres, J. G. (1987). Person-job match: Some alternative models. *International Journal of Management, 4*, 156-165.
- Sims, R. R., & Veres, J. G. (1987). A person-job match (congruence) model: Toward increasing organizational effectiveness. *International Journal of Management, 4*, 98-104.
- Sims, R. R., & Veres, J. G. (1987). Competency-based training approach to the management of organizational transitions. *Journal of Industrial and Commercial Training, 19*, 10-13.
- Sims, R. R., Veres, J. G., & Heninger, S. M. (1987). Training appraisers: An orientation program for improving supervisory performance ratings. *Public Personnel Management, 16*, 37-46.
- Sims, R. R., Veres, J. G., Locklear, T. S., & Wells, R. B. (1987). Training for public managers: The Alabama certified public manager program. *Journal of European Industrial Training, 11*, 11-13.
- Veres, J. G., Lahey, M. A., & Buckley, R. (1987). A practical rationale for using multi-method job analyses. *Public Personnel Management, 16*, 153-157.
- Veres, J. G., Sims, R. R., & Shake, L. G. (1987). The reliability and classification stability of the learning style inventory in corporate settings. *Educational & Psychological Measurement, 47*, 1127-1133.
- Kuyk, T. K., Veres, J. G., Lahey, M. A., & Clark, D. J. (1986). The ability of protan color defectives to perform color-dependent air traffic control tasks. *American Journal of Optometry & Physiological Optics, 63*, 582-586.
- Sims, R. R., Veres, J. G., Watson, P. C., & Buckner, K. E. (1986). The reliability and classification stability of the learning style inventory. *Educational & Psychological Measurement, 46*, 753-760.
- Veres, J. G., & Sims, R. R. (1986). A conceptual framework for developing simulation-based supervisory training programs. *International Journal of Management, 3*, 59-63.
- Sims, R. R., & Veres, J. G. (1985). A practical program for training job analysts. *Public Personnel Management, 14*, 131-137.
- Sims, R. R., & Veres, J. G. (1985). Professional education as preparation for professional jobs and changing career roles. *Business Education, 6*, 50-54.

- Veres, J. G., & Sims, R. R. (1985). Can QWL interventions pay off in the short term? *Management Research News*, 8, 27-29.
- Sims, R. R., Veres, J. G., & Bowens, H. (1984). The primary systems affecting selling transactions. *Industrial Management and Data Systems*, September/October, 28-32.
- Veres, J. G., Feild, H. S., & Boyles, W. R. (1983). Administrative versus research performance ratings: An empirical test of rating data quality. *Public Personnel Management*, 12, 290-298.

## Reviews

- Stutzman, T. M. & Veres, J. G. (1989). Review of the Minnesota Clerical Assessment Battery. In J. Hogan & R. Hogan (Eds.) *Business and industry testing: Current practices and testing reviews*. Austin, TX: Pro-ED.
- Benson, P. G., Sauser, W. I., & Veres, J. G. (1983). More than ping pong balls: A review of current personnel management texts. *Personnel Psychology*, 36, 385-400.

## Papers

- O'Leary, R. S., Jackson, K. A., Veres, J. G., & Facticeau, J. D. (2005, April). *A construct validity comparison of alternative structured interview scoring methodologies*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Los Angeles, CA.
- Jackson, K. A., & Veres, J. G. (2000, April). *Rating effects based on candidate race and interview panel composition*. Poster presented at the annual meeting of SIOP, New Orleans, LA.
- Gray, J. P., Perlow, R., & Veres, J. G. (1994, April). *Job analysis items effect on profiles of "essential functions."* Paper presented at the annual meeting of SIOP, Nashville, TN.
- Veres, J. G., & Palmer, C. I. (1994, April). *Implications of alternative methods of test score use in personnel selection: A follow-up study*. Paper presented at the annual meeting of SIOP, Nashville, TN.
- Cascio, W. F. & Veres, J. G. (1993, April). *Implications of alternative methods of test score use in personnel selection*. Paper presented at the annual meeting of SIOP, San Francisco, CA.
- Veres, J. G., Palmer, C. I., & Boyles, W. R. (1992, May). *Setting a cut score for an engineering examination: An application of Berk's eclectic judgmental-empirical approach*. Paper presented at the annual meeting of SIOP, Montreal, Canada.
- Veres, J. G. (1991, March). *Effects of the Americans with Disabilities Act and the Civil Rights Act of 1991 on I/O practice*. Panel discussion at the annual meeting of Southeastern Industrial and Organizational Psychological Association (SEIOPA), New Orleans, LA.
- Veres, J. G. (1990, March). *The role of the I/O psychologist*. Panel discussion at the annual meeting of SEIOPA, Atlanta, GA.
- Sims, R. R., & Veres, J. G. (1988, April). *Introducing technology in the form of office automation*. Paper presented at the Operations Research Society of America/The Information Management Society (ORSA/TIMS) annual meeting, Washington, DC.
- Sims, R. R., & Veres, J. G. (1988, April). *The impact of technology on today's employees*. Paper presented at the ORSA/TIMS annual meeting, Washington, DC.
- Veres, J. G., & Lahey, M. A. (1988, April). *The I/O psychologist as external consultant in employment discrimination cases*. Panel discussion at the first annual meeting of SIOP, Chicago, IL.

- Veres, J. G., Buckley, M. R., & Shake, L. (1987, November). *A new perspective on the change typology*. Paper presented at the Southern Management Association annual meeting, New Orleans, LA.
- Veres, J. G. (1986, March). *The impact of federal regulations and judicial decisions on the practice of I/O psychology*. Paper presented at the Southeastern Industrial/Organizational Psychology Association annual meeting, Orlando, FL.
- Veres, J. G., & Lahey, M. A. (1985, June). *Difficulties with delta*. Symposium at the International Personnel Management Association Assessment Council (IPMAAC) annual conference, New Orleans, LA.
- Veres, J. G., & Lahey, M. A. (1984, November). *The relationship between color vision and job performance in air traffic control specialists*. Paper invited by the Metropolitan Washington Personnel Testing Council, Washington, DC.
- Boyles, W. R., Hill, J. B., Lahey, M. A., & Veres, J. G. (1984, May). *The necessity for convergence and integration of personnel subsystems*. Symposium at the IPMAAC annual conference, Seattle, WA.
- Veres, J. G., & Boyles, W. R. (1983, November). *Bias in content-valid tests: Implications for personnel selection*. Paper presented at the Southern Management Association conference, Atlanta, GA.
- Veres, J. G., Boyles, W. R., & Champion, C. H. (1983, May). *Bias in content-valid tests revisited*. Paper presented at the IPMAAC annual conference, Washington, DC.
- Veres, J. G. (1982, May). *Administrative vs. research performance ratings: Implications and impact*. Paper presented at the National Industrial/Organizational and Organizational Behavior Graduate Student convention. In *Program and Proceedings*, College Park, MD.
- Kemery, E., Veres, J. G., & Boyles, W. R. (1982, May). *Selection procedures for a new, single-incumbent, managerial position*. Paper presented at the National Industrial/Organizational and Organizational Behavior Graduate Student convention. In *Program and Proceedings*, College Park, MD.
- Veres, J. G., Feild, H. S., & Boyles, W. R. (1981, May). *Validating performance appraisal forms*. Paper presented at the IPMAAC annual conference, Denver, CO.
- Boyles, W. R., Palmer, C. I., & Veres, J. G. (1981, March). *Results of performance testing of clerical workers* and Palmer, C. I., Veres, J. G., & Boyles, W. R. *Trends in content validation*. Both presented at SEIOPA annual meeting, Atlanta, GA.
- Boyles, W. R., Palmer, C. I., & Veres, J. G. (1980, July). *Bias in content valid tests*. Invited paper presented at the IPMAAC annual conference. In *Proceedings*, Boston, MA.

### **Selected Technical Reports**

- Facteau, C. L., Bordas, R., Tears, R., & Veres, J. G. (2001). *Organizational citizenship behavior interviews: Validation study report*. Montgomery, AL: Center for Government and Public Affairs (CGPA), Auburn University Montgomery.
- Facteau, C. L., Bordas, R., Tears, R., & Veres, J. G. (2000). *Organizational citizenship behavior structured oral interview pilot study technical report*. Montgomery, AL: Center for Business and Economic Development (CBED), Auburn University Montgomery.
- Boyles, W. R., Hill, J. B., Jackson, K. A., Livingston, A. P., Palmer, C. I., & Veres, J. G. (1997). *Setting a minimum passing score on the 1996 fundamentals of engineering examination*. Clemson, SC: National Council of Examiners for Engineering and Surveying.
- Jackson, K. A., Brightwell, D., Veres, J. G., & Palmer, C. I. (1996). *Montgomery Police Department content validation report: Sergeant's selection procedures*. Montgomery, AL: CBED, Auburn University Montgomery.

- Boyles, W. R., Palmer, C. I., Prewett, A. J., Veres, J. G. (1993). *Setting a minimum passing score on the 1993 fundamentals of engineering examination*. Clemson, SC: National Council of Examiners for Engineering and Surveying.
- Locklear, T. S., Prewett, A. J., Champion, C. H., Livingston, S. R., & Veres, J. G. (1993). *Developing job-related selection procedures, Volume 1: Alabama job analysis method training manual*. Montgomery, AL: CBED Manual 93-13, Auburn University Montgomery.
- Prewett, A. J., Champion, C. H., & Veres, J. G. (1993). *Developing job-related selection procedures, Volume 2: Selection procedure plan training manual*. Montgomery, AL: CBED Manual 93-14, Auburn University Montgomery.
- Gray, J. P., Livingston, S. R., Igou, F. P., Jackson, K. A., Allentoff, H. L., Hogan, J. B., & Veres, J. G. (1993). *Developing job-related selection procedures, Volume 3: Selection procedure construction*. Montgomery, AL: CBED Manual 93-16, Auburn University Montgomery.
- Hogan, J. B., Livingston, S. R., & Veres, J. G. (1992). *Content validation report: Police lieutenant promotional procedures for the Montgomery, Alabama Police Department*. Montgomery, AL: CBED Technical Report 92-03, Auburn University Montgomery.
- Boyles, W. R., Palmer, C. I., & Veres, J. G. (1991). *Setting a minimum passing score on the 1990 fundamentals of engineering examination*. Clemson, SC: National Council of Examiners for Engineering and Surveying.
- Palmer, C. I. & Veres, J. G. (1991). *Evaluating the utility of the Mantel-Haenszel procedures for the 1990 Montgomery Police Department Sergeant Test*. Montgomery, AL: CBED Technical Report 91-04, Auburn University Montgomery.
- Reyna, M., & Veres, J. G. (1989). *Montgomery County Commission: Report of content validation of promotion procedures for sergeant, corrections division, Montgomery County Sheriff's Department*. Montgomery, AL: CBED Technical Report 89-02, Auburn University Montgomery.
- Locklear, T. S., & Veres, J. G. (1988). *Job analyses for the ranks of police sergeant, lieutenant and captain in the Atlanta Bureau of Police Services*. Montgomery, AL: CBED, Auburn University Montgomery.
- Locklear, T. S., Palmer, D., Veres, J. G., & Granger, B. B. (1987). *Evaluation of an appraisal system's efficacy in the Alabama Department of Mental Health and Mental Retardation*. Montgomery, AL: CBED, Auburn University Montgomery.
- Veres, J. G., & Lahey, M. A. (1985). *The reliability of the merit promotion process at Maxwell AFB*. Montgomery, AL: CGPA, Auburn University Montgomery, USAF Contract 1600-84-R0059.
- Veres, J. G., Smith, E. N., Palmer, C. I., Boyles, W. R., & Ruch, W. W. (1984). *Air University job analysis and PEP development guide*. Montgomery, AL: CGPA, Auburn University Montgomery.
- Lahey, M. A. & Veres, J. G. (1984). *A study of occupations in the Alabama Department of Mental Health*. Montgomery, AL: CBED, Auburn University Montgomery.
- Lahey, M. A., Veres, J. G., Kuyk, T. K., Clark, D. J., & Smith, E. N. (1984). *Job analysis and determination of color vision requirements for air traffic control specialists*. CBED, Auburn University Montgomery, OPM Contract 83-50.
- Smith, E. N., Veres, J. G., & O'Donnell, E. C. (1982). *Functional description of the Alabama Personnel Department*. Montgomery, AL: CGPA, Auburn University Montgomery.
- Jenkins, W. O., deValera, E. K., Cogburn, H. E., & Veres, J. G. (1981). *A systematic follow-up evaluation of the Alabama CETA Program*. Montgomery, AL: CGPA, Auburn University Montgomery.
- Elliott, R., Boyles, W. R., Hill, J. B., Palmer, C. I., Veres, J. G., & Thomas, P. (1980). *Content-oriented personnel selection procedures -- A training manual*. Montgomery, AL: CGPA, Auburn University Montgomery.



Boyles, W. R., Palmer, C. I., Hill, J. B., Elliott, R. H., Veres, J. G., Lassiter, C. M., Boyd, Z. A., & Perkins, D.B. (1979). *Criterion-related validity study: Clerical classes I and II. Alabama Merit System Test Validation Project Report*. Montgomery, AL: CGPA, Auburn University Montgomery.

Lahey, M. A. & Veres, J. G. (1984). *A study of occupations in the Alabama Department of Mental Health*. Montgomery, AL: CBED, Auburn University Montgomery.

### **Other Professional Activities**

#### Editorial Board Member

*Journal of Managerial Issues*, 1989-1998.

*Review of Business*, 1989-1996.

*Southwestern Business Review*, 1990-93.

#### *Ad hoc* Reviewer

*Journal of Business & Psychology*, 2004.

*Journal of Applied Psychology*, 1990-91.

*Journal of Social Issues*, 1988.

Program co-chair, Southeastern Industrial and Organizational Psychological Association (SEIOPA) annual meeting, New Orleans, March 1988; Washington, DC, March 1989.

### **Professional Affiliations**

American Council on Education

American Association of State Colleges and Universities

American Educational Research Association

Association of American Colleges and Universities

American Psychological Association

Society for Industrial and Organizational Psychology

### **University Service**

Auburn University Foundation Board of Directors (ex officio), 2006-present.

Auburn University Psychology Advisory Council, 2006-2013.

Montgomery Auburn Club Board of Directors, 2009-2013.

Auburn University at Montgomery (AUM) SACS Reaffirmation Steering Committee, 2005-2008.

Alpha Tau Omega, Iota Chi Chapter, Board of Trustees, 2001-2008.

Auburn University *Ad Hoc* Strategic Planning Committee, 2005-2006.

AUM Planning and Budget Advisory Committee, 2001-2006.

AUM Executive Council, 2000-2006.

AUM Information Technology Advisory Committee, 2000-2006.

AUM Marketing Team, 1994 -2006; Chairperson, 2002-2003.

Auburn University-AUM Relationship Task Force, 2005.

Auburn University I-85 Corridor Planning Group, 2003-2005; Executive Council 2004-2005.

AUM Executive Director of University Relations Search Committee 2002-03; Chairperson.

AUM *ad hoc* Website Committee, 2001-2003; Chairperson.

AUM Salary Advisory Council, 1997-2000.

AUM Mardi Gras Steering Committee, 1994-2000.

AUMFest Steering Committee, 1994-2000.

AUM Southern Association of Colleges and Schools (SACS) Re-accreditation Committee on Administration, 1996-97.

Auburn University Research Advisory Council (ex-officio), 1995-96.

AUM Research Council, 1991-96; Interim Chairperson, 1994-95.

AUM Budget Advisory Committee, School Mascot and Colors Committee, Chairperson, 1995.

AUM Committee on Internships, Chairperson, 1994-95.

AUM Staff Council. - Past President's Committee, 1995-2000; President, 1991-92, VP, 1990; Unit Representative, 1989.

Auburn University I/O Psychology Graduate Program Advisory Board, 1988-91.

AUM SACS Re-accreditation Self-Study Steering Committee, 1986-88.  
 AUM Community Challenge Team Captain, 1985-87, 1990.  
 AUM School of Business Performance Appraisal Committee, 1983-84.  
 AUM Management Department Head Search Committee, 1983.

## **Community Service**

### **Current**

Alabama Commission on Higher Education Council of Presidents, 2006-present; Vice-Chair, 2009-2011, Chair 2011-2013.  
 Alabama-Korea Education and Economic Partnership Board of Directors, 2014-present.  
 Alabama World Affairs Council Board of Directors, 2006-present.  
 Auburn University at Montgomery Confucius Institute, 2012-present.  
 Committee of 100, 2006-present, Board of Governors, 2012-present.  
 Helicity Board of Directors, 2012-present.  
 Montgomery Area Chamber of Commerce Board of Directors, 2005, 2007-2010, 2013, 2014.  
 Montgomery Area Chamber of Commerce Education and Workforce Development Council, 2009-present.  
 Montgomery Area Chamber of Commerce Career Academies Task Force; Teaching Academy Co-Chair, 2009-present.

### **Past**

Alabama Commission on Government Accountability, Technical Advisor, 2004-2008.  
 Alabama Governor's College and Career Ready Task Force, 2013-2014.  
 Alabama Governor's Commission for Action in Alabama's Black Belt, 2004-2010.  
 Alabama History Day Advisory Board, 2004-2006.  
 Alabama Technology Foundation Board of Directors, 2007-2012.  
 Catholic Housing Authority of Montgomery Board of Directors, 2005-2013.  
 Church of the Holy Spirit Pastoral Council, 1990-92; 2005-07.  
 I-85 Corridor Alliance Board of Directors, 2005-06.  
 Montgomery Area Chamber of Commerce Small Business Resource Center Board of Directors, 2004-07.  
 Montgomery Area Chamber of Commerce *Imagine a Greater Montgomery II* Steering Committee, 2010-2011.  
 Montgomery Area Chamber of Commerce *Imagine a Greater Montgomery* Community Leadership Coalition, 2006.  
 Montgomery Area Chamber of Commerce Small Business Advisory Committee, 1998-2005.  
 Montgomery Area Chamber of Commerce Education Partnership; Chair, Professional Development Subcommittee, 1999.  
 Montgomery Area YMCA Board of Directors, 2008-2013.  
 Montgomery Catholic High School Booster Club, 1997-2006; Vice President, 1999-2000.  
 Montgomery Catholic High School Boy's Basketball Coach Search Committee, 2005.  
 Montgomery Catholic High School Athletics Planning Committee, 2001.  
 Montgomery Catholic High School Development Campaign Business Subcommittee, 1999-2000.  
 Montgomery Rotary Club, 1988-1996; Literacy Committee, 1989-91.  
 River Region Ethics in Business and Public Service Selection Committee, 2010-2012.  
 River Region United Way Board of Directors, 2010-2012; Executive Committee 2012.  
 St. Bede School Information Technology Committee, 1996-98; Long Range Finance Committee, 1990.  
 YMCA Boy's Basketball Coach, 1994-95; Girl's Basketball, 1993.  
 Youth Softball Coach (Dixie Girl's), 1990, 1993, 1995, 2001.

### **Awards**

Auburn University at Montgomery Staff Service Award, 2003.  
 Montgomery Police Department Citizen of the Year, 2014.  
 Nonprofit Leadership Alliance's (formerly American Humanics) H. Roe Bartle Presidential Leadership Award, 2011.

## Experience in Litigation

*U.S. v. J. S. Frazer* (USDC MD AL, 1976-79)

Content-oriented test construction and criterion-related validation performed under DOJ supervision.

*Brookins v. Alabama Dept. of Industrial Relations* (USDC ND AL, 1983)

Consultation on referral rates for women in Anniston Field Office. Testimony at class certification hearing.

*Reeves v. City of Atlanta* (USDC ND GA, 1985)

Retained by the City to assess the validity of promotional tests for police officers. Testimony at trial.

*U.S. v. City of Atlanta and Hamer v. City of Atlanta* (USDC ND GA, 1986)

Review of, and testimony on, a criterion-related validity study of a promotion test for fire fighters.

*Allen v. Alabama State Board of Education* (USDC MD AL, 1984-86)

Non-testimonial consultation to Defendant's attorneys in a teacher certification testing lawsuit.

*Smiley v. Rourke* (USDC MD AL, 1983-1986)

Content validation of selection procedures and adverse impact analyses at Maxwell Air Force Base, Alabama.

*Johnson v. Lehman* (USDC MD FL, 1985-1986)

Non-testimonial consultation to a Navy Department contractor on applicant flow and validation issues.

*Howard v. Turnage* (USDC MD AL, 1988-89)

Consultation to Plaintiff's attorney on employment interviews and adverse impact calculations. Testimony at trial.

*District Council 47 v. Bradley* (USDC ED PA, 1988)

Consultation to Defendant's attorney on the validation of probation officer promotion procedures. Deposed.

*Kovacic v. Macon County Board of Education* (USDC MD AL, 1989)

Testimony at deposition and trial on behalf of Plaintiff in a race-based unlawful termination case.

*Bridgeport Guardians v. City of Bridgeport* (USDC DCT, 1989)

Testimony at trial concerning adverse impact and validity of police sergeant promotion procedures.

*Boyd v. City of Montgomery* (USDC MD AL, 1990)

Consultation to Defendant's counsel on an agility test for entry-level police officers.

*Fields v. Southern Company Services* (USDC ND AL, 1990)

Testified on behalf of Defendant at class certification hearing in a race-based discrimination case.

*Perry v. City of Selma, Alabama* (USDC SD AL, 1990)

Jointly designated by parties to develop new promotion procedures as part of a settlement agreement.

*Groves v. Alabama State Department of Education* (USDC MD AL, 1991)

Consultation to Defendant's counsel on the use of ACT scores as admission requirements for teacher education programs.

*Bouyer v. City of Bessemer* (USDC ND AL, 1991)

Consultation for the defense in a case alleging race and gender discrimination.

*Gabrielli v. Garrett, Secretary of the Navy* (USDC WD WA, 1991)

Consultation to Assistant U. S. Attorney on selection procedures in an age discrimination suit.

*U.S. v. City of Montgomery* (USDC ND AL, 1991)

Designated by Court as one of four experts charged with developing promotion procedures for Deputy Chief.

*R.V. Moore v. State of Alabama* (USDC MD AL, 1991)

Consultation to Department of Corrections in a race-based discrimination suit on performance appraisal.

*Morris v. Telecommunications, Inc.* (USDC MD AL, 1992)

Consultation to Plaintiff's attorney on personnel practices and adverse impact analyses in a gender-based suit.

*Porter v. American Cast Iron Pipe Company* (USDC ND AL, 1992)

Testimony at trial for Defendant on performance appraisal issues in a race-based discrimination case.

*Reynolds v. King* (USDC MD AL, 1986-1988, 1992)

Statistical analyses of adverse impact for Defendant, the Alabama Highway Department. Deposited.

*Flack v. Alabama Board of Pardons & Parole* (USDC MD AL, 1992)

Consultation to Defendant's counsel on disparate impact analyses and promotion practices.

*Thomas v. Alabama Power Company Credit Union* (USDC ND AL, 1992)

Consultation on disparate impact analyses to Defendant's counsel and testimony at trial on impact calculations.

*Gray v. Russell Corporation* (FL Circuit Court, 1993)

Non-testimonial consultation to Defendant's counsel on adverse impact issues.

*Betty Sanders v. Ceridian Corporation* (USDC ND GA, 1994)

Testimony for Defendant in an age-based wrongful termination case.

*Paradise v. McHenry* (USDC MD AL, 1988-94)

Non-testimonial consultation to Alabama State Personnel Department. Developed procedural manuals.

*Shuford v. Alabama State Board of Education* (USDC MD AL, 1994)

Consultation to Defendants' counsel on applicant flow analyses in a gender-based hiring suit.

*Crawford v. USF&G* (USDC ND MS, 1994)

Consultation to Defendant's counsel on performance appraisal and pay issues in a race-based action.

*Hooks and Williams v. AAFES* (USDC MD AL, 1994)

Consultation to Defendant's counsel on adverse impact calculations in a race-based discrimination suit.

*Kelly v. Bridgestone/Firestone, Inc.* (USDC ND AL, 1995)

Non-testimonial consultation to Plaintiffs' counsel on the validation of employee selection procedures.

*Miller v. Computing Devices International* (USDC ND GA, 1995)

Non-testimonial consultation and statistical analyses for Defendant's counsel in an ADEA case.

*Caviness v. Nucor-Yamato Steel Co.* (USDC ED AR, 1995)

Non-testimonial consultation to Plaintiffs' counsel on human resource management practices in a gender-based suit.

*Moody v. Alabama State Board of Education* (USDC MD AL, 1995)

Non-testimonial consultation to Defendant's counsel on performance appraisal issues in an ADEA-based claim.

*Rice v. Long John Silver's, Inc.* (USDC ND AL, 1996)

Non-testimonial consultation to Plaintiffs' counsel on performance appraisal and pay in a gender-based suit.

*Williams v. Woodman of the World* (USDC ND AL, 1996)

Non-testimonial consultation to Plaintiff's counsel on affirmative action plan.

*Diane Johnson v. Union Camp Corporation* (USDC SD GA, 1996)

Non-testimonial consultation to Defendant's counsel on HRM procedures in a gender-based suit.

*Wright v. South Central Bell* (USDC ND AL, 1996)

Reviewed validation studies for Plaintiffs' counsel.

*Association of Law Enforcement Officers of DeKalb County v. DeKalb County and Women in Law Enforcement et al. v. DeKalb County, Georgia* (USDC ND GA, 1996-97)

Jointly designated by parties to develop and implement promotion procedures.

*Jordan v. Wilson* (USDC MD AL, 1997)

Developed promotion procedures for the Montgomery Police Department sergeant. Testified at trial.

*Amanda Williams, et al. v. Delchamps, Inc.* (USDC SD AL, 1997)

Non-testimonial consultation to Plaintiffs' counsel in race-based hiring and termination case.

*Clifton Enlers and James E. Hayes v. Batchelor's Mechanical Contractors, Inc.* (USDC SD AL, 1997)

Consultation to, and testimony for, Plaintiffs' counsel on human resources management issues.

*Borrah Campbell v. Runyon and John Haley v. Runyon* (USDC MD AL, 1997)

Consultation to Defendant's counsel on adverse impact calculations and promotion practices.

*Allen v. Alabama State Board of Education* (USDC MD AL, 1997)

Non-testimonial consultation to Defendant's attorneys in a teacher certification lawsuit.

*Fred Daniels, et al. v. Fontaine Fifth Wheel* (USDC ND AL, 1997)

Non-testimonial consultation to Defendant's counsel in a race-based hiring suit.

*Eva Aldridge v. The Board of Trustees of the University of Alabama in Birmingham* (USDC ND AL, 1997)

Non-testimonial consultation to Plaintiff's counsel on pay in a gender-based suit.

*Bolden v. Pennsylvania State Police* (USDC ED PA, 1994, 1996-97)

Consultation to firm developing promotion procedures. Served on expert panel overseeing new procedures in 1996-97.

*Platt, et al. v. Florida Department of Corrections* (USDC ND FL, 1998)

Consultation to Defendant's counsel on test validation issues. Testimony at trial.

*Starks, et al. v. Dorsey Trailer, Inc.* (USDC MD AL, 1998)

Non-testimonial consultation to Defendant's counsel in a race-based hiring suit.

*Johnson, et al. v. Dalton* (USDC ND FL, 1998)

Non-testimonial consultation to Defendant's counsel on human resources management issues. Constructed claims data base.

*Celestine, et al. v. CITGO* (USDC LA, 1998)

Non-testimonial consultation to Plaintiffs' counsel on selection procedure validation. Submitted report.

*Harris v. Alabama State Employment Service* (USDC MD AL, 1998)

Non-testimonial consultation to Defendant's counsel on impact calculations in a race-based employee referral case.

*Johnson v. Butler* (USDC MD AL, 1990-99)

Jointly designated by parties to develop and implement selection procedures. Testimony on procedures and other issues.

*Briggs v. Winn Dixie* (USDC ND AL, 1999)

Non-testimonial consultation to Plaintiffs' counsel on human resources management issues.

*Whitt v. Florida Board of Regents* (USDC ND FL, 1999)

Non-testimonial consultation to Defendant's counsel on adverse impact and validity of selection procedures.

*Jane Doe v. Carnival Corporation* (Florida, 1999)

Consultation to Plaintiff's counsel on selection procedures. Deposed on screening procedures.

*Reeves v. Wilkes* (USDC MD GA, 1999)

Court-appointed expert on selection/promotion procedures for the Bibb County, Georgia Sheriff's Office.

*Kelly, Jones, and Balfour v. UHC Management and United HealthCare Corporation* (USDC ND AL, 1999)  
Non-testimonial consultation to Plaintiffs' counsel on human resources management issues.

*Alexander, et al. v. Bush Hog Division of Allied Products Corporation* (USDC ND AL, 2000)  
Non-testimonial consultation to Defendant's counsel in a race-based hiring and promotion suit.

*Dowling, et al. v. The Board of Trustees of The University of Alabama* (USDC ND AL, 2000)  
Non-testimonial consultation to Defendant's counsel in a gender-based classification and pay suit.

*C. C. Moore, et al. v. Norfolk Southern Corporation* (USDC ND AL, 2000)  
Consultation to Plaintiffs' counsel on test validation issues in a race-based action. Testimony at trial.

*Brown, et al. v. The Equitable Life Assurance Society of the United States* (USDC ND AL, 2000)  
Non-testimonial consultation to Plaintiffs' counsel in a race-based hiring and promotion suit.

*Drake, et al. v. PPG Industries* (USDC ND AL, 2000)  
Non-testimonial consultation to Defendant's counsel in a race-based hiring and promotion suit.

*Bice et al v. Holnam, et al.* (USDC ND AL, 2001)  
Non-testimonial consultation to Plaintiffs' counsel on testing procedures.

*Thornton, et al. v. Gayfers* (USDC ND AL, 2001)  
Non-testimonial consultation to Plaintiffs' counsel on human resources management issues.

*Cooper, et al. v. Southern Company, et al.* (USDC ND GA, 2001)  
Non-testimonial consultation to Defendant's counsel in a race-based promotion, compensation, and appraisal suit.

*Winfred Bush, et al. v. Ogiyara America Corporation* (USDC ND AL, 2003)  
Non-testimonial consultation to Defendant's counsel in a race-based suit.

*Allen v. Alabama State Board of Education* (USDC MD AL, 2003-04)  
Technical consultant to Defendant on an independent criterion-related validity study of a proposed teacher certification test.

*Keith Jordan v. the City of Ozark, Alabama* (USDC MD AL, 2004)  
Consultation to Defendant's counsel on issues involving the Americans with Disabilities Act. Submitted report.

*Adkins, et al. v. Goody's* (USDC ND AL, 2004)  
Non-testimonial consultation to Plaintiffs' counsel on human resources management issues.

*Rhodes, et al. v. Cracker Barrel* (USDC ND GA, 2004)  
Consultation to Plaintiffs' counsel on testing procedures. Submitted report. Deposed.

*McDermott, et al. v. Cracker Barrel* (USDC ND GA, 2005)  
Consultation to Plaintiffs' counsel on FLSA issues. Deposed. Testified at hearing.

*Morgan, et al. v. Family Dollar* (USDC ND AL, 2006)  
Consultation to Plaintiffs' counsel on HR issues involving the FLSA. Deposed.

*Carlson et al. v. C. H. Robinson Worldwide, Inc.* (USDC DMN, 2006)  
Consultation to Plaintiffs' counsel on test validation issues in a gender-based Title VII case. Submitted report.

*Yapp, et al. v. Union Pacific Railroad Company* (USDC ED MO, 2007)  
Consultation to Plaintiffs' counsel on adverse impact calculations. Submitted report and declarations. Deposed.

*Reynolds v. McInnes* (USDC MD AL, 2007)  
Retained by Defendants to develop and administer selection procedures required by consent decree. Deposed. Testified at hearings on test validation issues. Consultation to Defendants' counsel.

*Tappin v. Arkansas State Police* (USDC ED AR, 2007)

Court-appointed expert monitoring the implementation of selection/promotion procedures.

*Jenkins, et al. v. BellSouth Corporation* (USDC ND AL, 2007)

Non-testimonial consultant to Plaintiff's counsel. Critiqued expert reports.

*Nilda Gutierrez, et al. v. Johnson & Johnson* (USDC ND NJ, 2008)

Consultation to Plaintiff's counsel on compensation and appraisal issues. Submitted report. Deposed.

*Edith Brown, et al. v. Dolgencorp, Inc., et al.* (USDC MD AL, 2008)

Consultation to Plaintiffs' counsel on HR issues involving the FLSA. Submitted report. Deposed.

*Bennett, et al. v. Nucor Corporation, et al.* (USDC ED AR, 2008)

Consultation to Plaintiff's counsel on job analysis issues. Submitted report. Deposed.

*Marable et al. v. District Hospital Partners, L.P.* (USDC DC, 2009)

Consultation to Plaintiffs' counsel on adverse impact and validation issues. Submitted reports. Deposed.

*United States v. Personnel Board of Jefferson County* (USDC ND AL, Ongoing)

Court-appointed Special Master and Court's expert overseeing analyses of adverse impact and development of job-related selection procedures for jurisdictions in Jefferson County. Testified on adverse impact and validation issues.