

Curriculum Vitae: Jean P. Kirnan

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Education

- **Fordham University**, Ph.D., Psychometrics (1986)
 - Dissertation: *The relationship of recruiting source to applicant quality and subsequent new-hire success controlling for ethnicity, sex and age of the applicant.*
- **Fordham University**, M.A., Experimental Psychology (1980)
 - Thesis: *The prediction of graduate school success in psychology*
- **Immaculata College**, B.A., Psychology, Cum Laude (1978)

Professional Certifications

- 2001-Present **PHR Certification**, Professional Human Resources, through Human Resources Certification Institute
 - 2004-Present **MBTI Certified** (Meyers Briggs Type Indicator) through Center for Application of Psychological Type (CAPT)
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Professional Employment: Academic Experience

- **The College of New Jersey (formerly, Trenton State College), Ewing, NJ**
 - Assistant Professor of Psychology (1986-1994)
 - Associate Professor of Psychology (1994-2001)
 - Professor of Psychology (2001 – present)
 - Teach undergraduate courses in Industrial/Organizational Psychology: Organizational Psychology, Industrial Psychology, Personnel Selection and Placement, Consumer Psychology, Methods & Tools in Psychology, Research Seminar in Applied Psychology, Psychological Testing, Psychology of Ethics, Senior Research Seminar in I/O Psychology, Collaborative Research in TAPLab (Testing and Assessment in Psychology)
 - Teach additional undergraduate courses in support of the major or liberal learning curriculum: Freshmen Seminar, Introductory Psychology, and Statistics in the Behavioral Sciences
 - Advise regular Psychology majors (35-40), serve as adviser to students enrolled in the Industrial/Organizational Specialization since its inception in 1991
 - Sponsor independent study and internship learning experiences (several hundred to date).

Chair of Psychology Department, 2005-2009

- Managed a department of 19 full-time faculty and 12 adjuncts with over 350 primary majors, 250 double majors, and numerous students minoring in Psychology
- Oversaw the daily needs of the department through 19 standing committees, direct supervision of 2 full time office staff, and indirect supervision of 3 part time student workers and 1 graduate assistant
- Represented the department's interests in the larger college community in terms of budgetary and other resource allocation issues

Accomplishments as chair include:

- Conducted Department Program Review for the first time in over 10 years
 - Applied for and received Mildred Dahne Excellence Award
 - Designed and implemented Enrollment Management Policy
 - Created new internal Admissions Process
 - Oversaw Development of 4-Year Student Advising Sequence
 - Developed and implemented Assessment Program including Student Outcomes Survey, Alumni Surveys, Senior Exit Survey, and Sophomore and Senior Writing Assessment
 - Hired 9 new tenure track faculty (all eventually received tenure and promotion to Associate)
 - Developed Department Disciplinary Standards (teaching, scholarship, and service)
 - Oversaw Computerization of ELOPsy system (on-line system to approve, track and report Experiential Learning Opportunities such as internship and independent study)
 - Introduced a monthly Best Practices Forum for faculty
 - Oversaw development of department Newsletter
- **Upsala College, East Orange, NJ**
Adjunct Professor, Spring 1986
 - Taught "Criterion Development and Personnel Selection" in Master's Program of Human Resource Management

Professional Employment: Applied Experience

- **Rider University, Lawrenceville, NJ**
External Reviewer, June 2015
 - Read proposal and other materials related to an interdisciplinary Organizational Psychology major
 - Met with faculty, students, and administrators
 - Reviewed relevant professional articles and guidelines
 - Created formal report
- **Kean University, Union, NJ**
External Reviewer, May 2013

- Read self-study of the School of Psychology
- Met with faculty, students. and administrators
- Reviewed relevant professional articles and guidelines
- Created formal report

- **Playhouse Nursery School, East Orange, NJ**
I/O Consultant, 2004
 - Worked with a non-profit nursery school to resolve personnel conflict
 - Met with staff, administered MBTI (Myers-Briggs Type Indicator), and identified major problem areas of job expectations, communication, and resources
 - Developed solutions to resolve current issues and set into place mechanisms to address future conflicts

- **Metropolitan Life Insurance Company (MetLife), New York, NY**
I/O Consultant, 1990-2003
 - Led a new initiative to create selection tests for use with their salesforce
 - Participated in a job analysis and development of job descriptions for salesforce
 - Personally developed a biographical inventory (the MetProfile) to measure first-year success (define as commissions and survival)
 - Updated the MetProfile scoring key, completed fairness checks for protected groups, and created alternative forms of the instrument to suit specific selection needs
 - At its height, the MetProfile was used by every MetLife office in the United States in their salesforce selection process

- **Thomas Edison State College (TESC), Trenton, NJ**
Testing Consultant, 1998
 - Reviewed TESC's "Industrial Psychology" TECEP Examination
 - Collected information on the course curriculum as well as current trends, topics, theories, and findings in the field of Industrial Psychology
 - Established the content validity of the current exam
 - Made recommendations for item deletion, modifications as well as providing new items for inclusion

- **Glenn Parker Associates, Ewing, NJ**
Testing Consultant, 1990
 - Assisted Glenn Parker, an I/O consultant in determining the reliability and validity of a team style measure that he had developed
 - Collected data from student sample
 - Conducted statistical analyses for both a student and workforce sample
 - Prepared research report with assistance of a student researcher

- **The Prudential Insurance Company of America, Newark, NJ**
Associate Manager, Marketing Services and Selection Research, 1981-1986
 - Developed, validated and revised in-use selection instruments: cognitive ability test, biographical inventory, and structured interview

- Involved in every phase of the selection process: design of test form, programming of optical scanner, validity and reliability studies, analysis of recruiting trends, establishment and maintenance of a computerized agent selection system, monitoring compliance with EEO guidelines, development of a statistical model to formulate "fair" starting pay, and design of an interview form, guide and training program for management use in agent selection
 - Supervised and trained a staff of five in statistical analysis (utilizing both a mainframe computer system and personal computers), basic research skills and presentation (oral and written) of results
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Professional Workshops Conducted

- **TCNJ Fall Leadership Conference** is a one-day professional development workshop for students at The College of New Jersey. My workshop entitled "Ethics for Emerging Leaders" was accepted as one of 12 topics that students could elect to attend over the course of the day. Fall 2018
 - **Teachers as Scholars, TAS**, is a two-day professional development workshop for New Jersey K through 12 teachers. TAS is offered through the collaborative efforts of TCNJ, The Woodrow Wilson Foundation, and the Professional Development School Network. My workshop entitled "Everyday Ethics" was accepted and ran in the Spring semester. Spring 2016
 - **Faculty Coordinator, Qualtrics for Beginners** led senior student researchers in identifying critical learning components for the development of surveys using an on-line survey software (Qualtrics). Oversaw development of workshop materials, delivery, and post workshop assessment. Fall 2013
 - **Chair, Panel on Student Assessment** presented as part of the Teaching and Pedagogy Workshops sponsored by The College of New Jersey's Center for Excellence in Teaching and Learning, May 13, 2013
 - **Co-Facilitator of Human Resource Management Module** presented as part of The College of New Jersey's School of Business Human Resource Certification Program for Non-Profit Managers. Every Spring from 2001-2007
 - **Facilitator of Personality and the Workplace** presented as part of The College of New Jersey's Office of Administration and Organizational Development's Keys to Excellence. Spring 2003
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Professional Honors and Awards

- **Dean's Mini-Grant** (2018-2019), a competitive internal grant awarded by the Dean of Humanities and Social Sciences (HSS) at The College of New Jersey to advance faculty research and creative interests. I was awarded \$600 for use in Animal-Assisted

Intervention projects including “Dog-Assisted Literacy Programs” with community partners.

- **SOSA 2-year award** (2018-2020), a competitive internal grant from The College of New Jersey for reassignment of one course for research both academic years.
 - **Dean’s Mini-Grant** (2017-2018), a competitive internal grant awarded by the Dean of Humanities and Social Sciences (HSS) at The College of New Jersey to advance faculty research and creative interests. I was awarded \$691.60 for use across three projects “Dog-Assisted Literacy Programs,” Expanding Dog Wellness to the College Campus,” and “Everyday Ethics.”
 - **SOSA 1-year award** (2017-2018), a competitive internal grant from The College of New Jersey for reassignment of one course for research
 - **Dean’s Mini-Grant** (2016-2017), a competitive internal grant awarded by the Dean of Humanities and Social Sciences (HSS) at The College of New Jersey to advance faculty research and creative interests. I was awarded \$980 for the project “Expanding the Scope of Tail Waggin’ Tutor Research in the Local Community.”
 - **Sabbatical Leave** (2016-2017), a competitive leave awarded by The College of New Jersey to devote time to a scholarly endeavor. I received release time to write a book, *Everyday Ethics: A Case Study Approach*
 - **SOSA 2-year award** (2015-2017), a competitive internal grant from The College of New Jersey for reassignment of one course for research both academic years. I relinquished the second year of this 2-year award because I was granted a full-year sabbatical for 2016-17
 - **TCNJ Career Development Faculty Award** (2015) of \$628 to attend three professional workshops at the 2015 SIOP (Society for Industrial/Organizational Psychologists) annual conference in Philadelphia, PA
 - **HSS Faculty Professional Development Award** (2014) of \$130 to attend a professional workshop at the 2014 APA (American Psychological Association) annual conference in Washington, DC
 - **Distinguished Reviewer** for *Mental Measurements Yearbook*, 2006
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Scholarship

All journal publications are competitive, peer-reviewed journals. Journal statistics are provided when available. For co-authored work, my individual contributions are cited.

Journal publications, conference presentations and test reviews all list student names in italics.

Referred Publications

Kirnan, J. P., Shah, S., & Lauletti, C. (2018). A dog-assisted literacy program's unanticipated impact in a special education classroom. Online at *Educational Review*.

- Impact factor = 1.464; Rejection rate of 40%
- Contribution: Principal Researcher, served as liaison with community partner, designed study, led students in data entry and analysis, wrote Method, revised Introduction, Results and Discussion

Kirnan, J., Ventresco, N. E., & Gardner, T. (2018). The impact of a therapy dog program on children's reading: Follow-up and extension to ELL students. *Early Childhood Education Journal*, 46 (1), 103-116. doi: 10.1007/s10643-017-0844-z

- Impact factor is not reported; Rejection rate of 83%; 2 Google Scholar citations
- Contribution: Principal Researcher, served as liaison with community partner, designed study, led students in data entry and analysis, wrote Method and Results, contributed to Introduction and Discussion

Luce, C. & Kirnan, J. P., (2016). Using indirect vs. direct measures in the summative assessment of student learning in higher education. *Journal of the Scholarship of Teaching and Learning*, 16 (4), 75-91. doi: <http://dx.doi.org/10.14434/josotl.v16i4.19371>

- Impact factor is not reported; Rejection rate of 75%; 5 Google Scholar citations
- Contribution: Co-Principal Researcher, designed direct and indirect measures, managed data collection, and wrote several sections of paper

Kirnan, J. P., Siminerio, S., & Wong, Z. (2016). The impact of a therapy dog reading program on children's reading skills and attitudes toward reading. *Early Childhood Education Journal*, 44 (6), 637-651. doi 10.1007/s10643-015-0747-9

- Impact factor is not reported; Rejection rate of 83%; 21 Google Scholar citations
- Contribution: Principal Researcher, served as liaison with community partner, designed study, led students in data entry and analysis, wrote Introduction and Discussion, revised Method and Results

Kirnan, J. P., Bragger, J. D., Harris, R.S. & Alfieri, J. A. (2009). An investigation of stereotype threat in employment tests. *Journal of Applied Social Psychology*, 39,359-388.

- Impact factor =.747; Rejection rate = 85%; 16 Google Scholar citations
- Contribution: Co-Principal Researcher, designed 2 of 3 experiments, led students in collected data and analysis, and wrote several sections of paper

Kirnan, J. P., Edler, E., & Carpenter, A. (2007). Effect of the range of response options on answers to biographical inventory items. *International Journal of Testing*,

7, 27-38.

- Impact factor is not reported; Rejection rate of 75%; 1 Google Scholar citation
- Contribution: Principal researcher, designed study, led students in collected data and analysis, and wrote several sections of paper

Bragger, J. D., Hantula, D. A., Bragger, D., **Kirnan**, J.P., & Kutcher, E. (2003). When success breeds failure: History, hysteresis and delayed exit decisions. *Journal of Applied Psychology*, 88, 6-14.

- Impact factor = 4.36; Rejection rate of 91%; 111 Google Scholar citations
- Contribution: Data collection, consultation on methodology and drafts of article

Kirnan, J. P., Bragger, J. D., Brecher, E., *Johnson, E.* (2001). What race am I?: The need for standardization in the race question wording. *Public Personnel Management*. 30(2), 211-221.

- Impact factor = .295; Rejection rate of 50%; 2 Google Scholar citations
- Contribution: Principal researcher, designed study, collected data, conducted analysis and wrote several sections of paper

Kirnan, J. P., *Reilly, M. & Decker, W.* (2000). "Effectiveness of an undergraduate program in Industrial/Organizational Psychology". *Teaching of Psychology*, 27, 27-29.

- Impact factor = .536; Rejection rate of 75%, 2 Google Scholar citation
- Contribution: Principal researcher, designed study, collected data, conducted analysis, wrote several sections of paper

DeNicolis Bragger, J. L., Bragger, D.H., Hantula, D. A., & **Kirnan**, J.P. (1998). Hysteresis and Uncertainty: The effect of information on delays to exit decisions. *Organizational Behavior and Human Decision Processes*, 74, 229-253.

- Impact factor = 2.89; Rejection rate of 90%, 81 Google Scholar citations
- Contribution: Data collection, consultation on methodology and drafts of article

Kirnan, J. P. & *Woodruff, D.* (1994). Reliability and validity estimates of the Parker Team Player Survey (PTPS). *Educational and Psychological Measurement*, 54, 1030-1037.

- Impact factor = 1.167; Rejection rate of 88%; 11 Google Scholar citations
- Contribution: Principal researcher, designed study, analyzed data, wrote majority of paper

Kirnan, J. P., Farley, J. F. & Geisinger, K. F. (1989). The relationship between recruiting source, applicant quality and hire performance: An analysis by sex, ethnicity and age. *Personnel Psychology*, 42, 293-308.

- Impact factor = 4.54; Rejection rate of 90%; 233 Google Scholar citations
- Contribution: Principal researcher, designed study, analyzed data, wrote entire paper

- Kirnan, J. P. & Geisinger, K. F. (1981).** The prediction of graduate school success in psychology. *Educational and Psychological Measurement, 41*, 815-820.
- Impact factor = 1.167; Rejection rate of 88%; 18 Google Scholar citations
 - Contribution: Principal researcher, designed study, collected and analyzed data, wrote entire paper
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Books and Book Chapters

- Kirnan, J. P. *Everyday ethics: A case study approach.* (2018).** New York: Routledge.
- Kirnan, J. P. & Ventresco, N. (2018).** Alternative Predictors of First Year College Success. In B. Smerdon & K.M. Borman (Editors), *Career and college readiness and success for all students* (pp. 105-123). Charlotte, NC: Information Age Publishing
- Kirnan, J. P. & Ventresco, N. (2018).** Developing Literacy Skills in Children through Interactions with Dogs. M. R. Jalongo, J. M. Myers, & N. C. Barnyak (Editors), *Children and Dogs: Caring for, Learning Alongside, and Gaining Support from Canine Companions* (pp. 153-178). New York, NY: Springer
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Published Conference Proceedings

- Kirnan, J. P., Erisnord, M., & Anthes, M. (2018).** Effectiveness of a Mandatory Advising Sequence. In R. L. Miller and A. Martinez (Eds.). *Teaching Tips: A Compendium of Conference Presentations on Teaching, 2016-17*. Retrieved from the Society for the Teaching of Psychology web site: <http://teachpsych.org/ebooks/>
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Manuscripts under Review

- Kirnan, J. P., Erisnord, M., & Anthes, M. (submitted).** Evaluation of a 4-year advising sequence in the psychology major
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Manuscripts in Preparation

- Kirnan, J. P., Butt, S., Chan, K., & Bartow, E.** Development of a non-cognitive measure of first year college success
- Kirnan, J. P., & Calabrese, M. & Hastings, E.** My first Likert scale: Agreement of children's responses to Likert scale vs. dichotomous reading and writing attitude items
- Kirnan, J. P., Flaherty, G. Horn, R. Young, E., Horn, R.** Scoring the Common Application: Identifying non-cognitive items that predict first year college success
- Kirnan, J. P., Scott, T.** Meeting Professional Expectations: Practica, Internships, and Collaborative Research with Faculty. M. R. Jalongo (Editor), *The*

Canine-Campus Connection: Roles for Service, Therapy and Shelter Dogs in College Students' Lives. Purdue University Press

Kirnan, J. P., & Zarelli-Dorsey, E. Impact of a therapy dog reading program on children's attitudes toward reading: Application of the ERAS.

Invited Test Reviews

I consider these reviews both scholarship and service; reviewers are invited based on their expertise but are not compensated nor affiliated with the tests they review. Reviews are objective evaluations of tests based on research on the specific instrument as well as the application of psychometric principles. They are an excellent reference for professionals seeking unbiased information for a variety of tests (i.e., selection, educational, counseling).

Completed Test Reviews

Kirnan, J. P. (2017). [Review of the Management and Leadership Questionnaire (2015 Manual).] In J. F. Carlson, K. F. Geisinger & J. L. Jonson (Editors), *The Twentieth Mental Measurements Yearbook*. (pp. 470-473). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2017). [Review of Light's Retention Scale, 5th Edition.] In J. F. Carlson, K. F. Geisinger & J. L. Jonson (Editors), *The Twentieth Mental Measurements Yearbook*. (pp. 460-462). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2014). [Review of the Stress Assessment Questionnaire.] In J. F. Carlson, K. F. Geisinger & J. L. Jonson (Editors), *The Nineteenth Mental Measurements Yearbook*. (pp. 657-659). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2014). [Review of the Team vs. Individual Orientation Test.] In J. F. Carlson, K. F. Geisinger & J. L. Jonson (Editors), *The Nineteenth Mental Measurements Yearbook*. (pp. 693-695). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. & Rothman, D. (2013). [Review of the Career Transitions Inventory.] In C. Wood & D. G. Hays (Editors), *The National Career Development Association's A Counselor's Guide to Career Assessment Instruments, 6th Edition* (pp. 339-342).

- Contribution: principal author, designed review and wrote several sections

Kirnan, J. P. (2010). [Review of the Business Critical Thinking Skills Test.] In K. F. Geisinger & R. A. Spies (Editors), *The Eighteenth Mental Measurements Yearbook* (pp. 73-75). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2010). [Review of the Test of Understanding in College Economics – Fourth Edition.] In K. F. Geisinger & R. A. Spies (Editors), *The Eighteenth Mental Measurements Yearbook* (pp. 656-658). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2009). [Review of the Career Transition Inventory.] In E. A. Whitfield, R. W.

Feller & C. Wood (Editors), *The National Career Development Association's A Counselor's Guide to Career Assessment Instruments, 5th Edition* (pp. 356-360).

Kirnan, J. P. (2007). [Review of the Personnel Assessment Form.] In J.C. Impara & B. S. Plake (Editors), *The Seventeenth Mental Measurements Yearbook* (pp. 633-636). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2007). [Review of the Workplace Skills Survey.] In J.C. Impara & B. S. Plake (Editors), *The Seventeenth Mental Measurements Yearbook* (pp. 883-885). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2005). [Review of the Customer Service Skills Test.] In J.C. Impara & B. S. Plake (Editors), *The Sixteenth Mental Measurements Yearbook* (pp.286-288). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2005). [Review of the Job Challenger Profile.] In J.C. Impara & B. S. Plake (Editors), *The Sixteenth Mental Measurements Yearbook* (pp. 501-503). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2005). [Review of the General Aptitude Test Battery.] In D. J. Keyser (General Editor), *Test Critiques: vol. 11*, (pp. 100-108). Kansas City, MO: Test Corporation of America.

Kirnan, J. P. (2003). [Review of the Miller Getting Along with People Scale.] In J.C. Impara & B. S. Plake (Editors), *The Fifteenth Mental Measurements Yearbook*. (pp. 564-566). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2003). [Review of the Career Transitions Inventory.] In J.C. Impara & B. S. Plake (Editors), *The Fifteenth Mental Measurements Yearbook*. (pp. 166-168). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (2001). [Review of the Work Readiness Profile.] In J. C. Impara & B. S. Plake (Editors), *The Fourteenth Mental Measurements Yearbook*. (pp. 1383-1385). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. & Wojcik, K. (1998). [Review of the Developmental Challenge Profile.] In J. C. Impara & B. S. Plake (Editors), *The Thirteenth Mental Measurements Yearbook* (pp.224-227). Lincoln, NE: Buros Institute of Mental Measurements.

- Contribution: Principal author, designed review, and wrote several sections

Kirnan, J. P. & Crespo, D. (1998). [Review of the Child Development Inventory.] In J. C. Impara & B. S. Plake (Editors), *The Thirteenth Mental Measurements Yearbook* (pp 224-227). Lincoln, NE: Buros Institute of Mental Measurements.

- Contribution: Principal author, designed review and wrote several sections

Kirnan, J. P. & Snyder, B. (1995). Review of the Multidimensional Leadership Questionnaire.] In J. C. Conoley & J. C. Impara (Editors), *The Twelfth Mental Measurements Yearbook* (pp.651-654). Lincoln, NE: Buros Institute of Mental Measurements.

- Contribution: Principal author, designed review and wrote several sections

Kirnan, J. P. & Faltin, S. (1995). [Review of the Roeder Manipulative Aptitude Test.] In J. C. Conoley & J. C. Impara (Editors), *The Twelfth Mental Measurements Yearbook* (pp.874-876). Lincoln, NE: Buros Institute of Mental Measurements.

- Contribution: Principal author, designed review and wrote several sections

Kirnan, J. P. & DeNicolis, J. (1995). [Review of the National Occupational Testing Institute's "Child Care and Guidance Test".] In J. C. Conoley & J. C. Impara (Editors), *The Twelfth Mental Measurements Yearbook* (pp.679-680). Lincoln, NE: Buros Institute of Mental Measurements.

- Contribution: Principal author, designed review and wrote several sections

Kirnan, J. P. (1994). [Review of the Hilson Personnel Profile Success Quotient (HPP/SQ).] In D. J. Keyser (General Editor), *Test Critiques: vol. 10.* (pp. 282-290). Kansas City, MO: Test Corporation of America.

Kirnan, J. P. (1993). [Review of the Social-Emotional Dimension Scale (SEDS).] In J. C. Conoley & J. J. Kramer (Editors), *The Eleventh Mental Measurements Yearbook* (pp.838-840). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. (1993). [Review of the Skills Assessment Module (SAM).] In J. C. Conoley & J. J. Kramer (Editors), *The Eleventh Mental Measurements Yearbook* (pp. 831-833). Lincoln, NE: Buros Institute of Mental Measurements.

Kirnan, J. P. & Geisinger, K. F. (1987). [Review of the General Aptitude Test Battery.] In D.J. Keyser (General Editor), *Test Critiques: vol. 5.* Kansas City, MO: Test Corporation of America.

- Contribution: Principal author, designed review, wrote majority of sections
- Reprinted in:
 - *Test Critiques Compendium* (1987)
 - *Special Education and Rehabilitation Testing* (1988)

Peer-Reviewed Conference Presentations

Completed Peer-Reviewed Conference Presentations

Kirnan, J. P., Wong, J. M., & Fournier, A. Animal Assisted Interventions: Early Findings, Current Challenges, Future Directions. **Symposium Chair and Presenter** of: Dog-Assisted Literacy Programs as Supplements to Reading Curriculum. Symposium presented at the annual conference of the American Psychological Association, Division for Educational Psychology, San Francisco, CA, August, 2018.

Kirnan, J. P. Using Everyday Ethical Case Studies to Engage Students and Connect to Theory. Poster presented at the annual conference of the American Psychological Association, Division for Industrial/Organizational Psychology, San Francisco, CA, August, 2018.

- Kirnan, J. P., Erisnord, M., & Anthes, M.** Effectiveness of a Mandatory Advising Sequence in the Psychology Major. Poster presented at the annual conference of the American Psychological Association, Division for Teaching of Psychology, Washington, DC, August, 2017.
- Kirnan, J. P., Lauletti, C., & Shah, S. M.** Tail Waggin' Tutor Program's Unanticipated Impact in a Special Education Classroom. Poster presented at the annual conference of the American Psychological Association, Educational Psychology Division, Washington, DC, August, 2017.
- Kirnan, J. P., Quijada, A., & Kennedy, M.** Development of a Local Measure to Assess Psychology Knowledge. Poster presented at the annual conference of the Eastern Psychological Association, New York, New York, March, 2016.
- Malinowski, B., & Kirnan, J. P.* Predicting First Year College Academic Success of Test-Anxious Students: Cognitive versus Non-Cognitive Assessments. Poster presented at the annual conference of the Eastern Psychological Association, New York, New York, March, 2016.
- Kirnan, J. P.** Use of validity checks in low stakes cognitive ability testing. Poster presented at the annual conference of the American Psychological Association, Division for Teaching of Psychology, Toronto, Canada, August, 2015.
- Kirnan, J. P. & Bastedo, C.** Comparing direct and indirect measures of student learning in a psychology research methods course. Poster presented at the annual conference of the American Psychological Association, Division for Teaching of Psychology, Washington, DC, August, 2014.
- Kirnan, J. P., Siminerio, S., & Wong, Z.** The impact of a therapy dog program on children's reading ability and attitude towards reading. Poster presented at the annual conference of the American Psychological Association, Division for Educational Psychology, Washington, DC, August, 2014.
- Kirnan, J. P. & Bastedo, C.** Development of a measure to assess value added learning in a psychology research methods course. Poster presented at the annual conference of the American Psychological Association, Division for Teaching of Psychology, Honolulu, Hawaii, August, 2013.
- Schmitt, N., **Kirnan, J. P.**, Roemhild, A., & Yong, Y. Why industrial/organizational psychologists should review tests for MMY. Invited panel discussant at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, Texas, April, 2013.
- Kirnan, J. P. & Bastedo, C.** Employing undergraduate student researchers in the department assessment process. Poster presented at the national conference of the Council on Undergraduate Research, The College of New Jersey, Ewing, New Jersey, June, 2012.
- Kirnan, J. P., Dwyer, C. & Schweitzer, J.** Using experiences and expectations to predict

initial college success: Application of the PASS and BCSSE. Poster presented at the annual meeting of the Northeastern Association of Institutional Research, Baltimore, MD, November, 2009.

Kirnan, J.P., Reilly, M., & Decker, W. Effectiveness of an undergraduate program in Industrial/Organizational Psychology. Poster presented at the annual meeting of the American Psychological Society, Washington, DC, May 1998.

Kirnan, J.P. The prediction of graduate school success in psychology. Poster presented at the annual meeting of the Eastern Educational Research Association, Philadelphia, March 1981.

Accepted and Pending Peer-Reviewed Conference Presentations

Flaherty, G., & Kirnan, J. P. Predicting College Success with Non-Cognitive Variables. Poster accepted for presentation at the annual conference of the Eastern Psychological Association, New York, New York, March, 2019.

Kirnan, J. P., Calabrese, M., & Hastings, E. My First Likert Scale: Likert vs. Forced-Choice Response in Measuring Children's Reading Attitudes. Poster accepted for presentation at the annual conference of the American Psychological Association, Division for Educational Psychology, Chicago, IL, August, 2019.

Research Reports for Consulting Projects

Kirnan, J. P. (2003). Technical report on the re-keying of the Student MetProfile – September 2003.

Kirnan, J. P. (2002). Technical report on the validity of the MetProfile: Revised scoring key and questionnaire modifications – August 2002.

Kirnan, J. P. (2002). Technical report on the test-retest reliability of the Student MetProfile.

Kirnan, J. P. (2001). Technical Report on the Development of a Cognitive Abilities Test for Prediction of NASD Series 6 Passage.

Kirnan, J. P. (2000). Technical report and recommendation on the delayed implementation of the 1998 MetProfile scoring key – August 2000.

Kirnan, J. P. (2000). Technical report on the development of a biographical inventory and initial scoring key for use in the selection of recent college graduates: The Student MetProfile Revised – New Interval Version - July 2000.

Kirnan, J. P. (2000). Technical report on the development of a biographical inventory and initial scoring key for use in the selection of recent college graduates: The Student MetProfile - June 2000.

Revision of the “Industrial Psychology” TECEP Examination (1999). Major overhaul of credit by exam assessment tool for Thomas Edison State College.

Kirnan, J. P. (1998a). Technical report on the development of a mini MetProfile scoring key. August 1998.

Kirnan, J. P. (1998b). Technical report on the re-keying of the MetProfile – August/December 1998.

Kirnan, J. P. (1995). Technical report on the re-keying of the MetProfile.

Kirnan, J. P. (1995). Technical report on the predictive performance of the MetProfile in five pilot regions.

Kirnan, J. P. (1993). Technical report on the development of the MetProfile – Single Scoring Key.

Kirnan, J. P. (1992). Technical report on the development of the MetProfile.

Kirnan, J. P. (1991). Technical report: Parker Team Player Survey. Tuxedo, NY: Xicom, Inc.

Kirnan, J. P. (1990). Executive Summary of the Seligman Attributional Style Questionnaire (SASQ).

Sponsored Student Publications in TCNJ Journal of Student Achievement

Reynolds, M. (2014). Minorities in children’s television commercials: An examination of representation and status. *TCNJ Journal of Student Scholarship, 16*.

Zerillo, L. (2012). The face of character: Encouraging morality in children by confronting bullying through character education. *TCNJ Journal of Student Scholarship, 14*.

Reisen, D. (2010). Docent training program for the Kidsbridge Museum. *TCNJ Journal of Student Scholarship, 12*.

Cirillo, M. & Smith, T. (2008). The development of a biographical inventory for use in the prediction of first-year college success. *TCNJ Journal of Student Scholarship, 10*.

Service

Department-Level Contributions

Entering my 31st year as a faculty member in Psychology, I have participated in almost every committee. Rather than list all the years, I have instead identified in bold the committees that I am currently serving on or have held a previous leadership position in.

Standing Committees:

- Member, Academic Program Committee (multiple years)
- **Chair**, Admissions Committee (multiple years, former **Chair**)
- **Member**, Advisory Committee (multiple years)
 - Assist chair in issues related to personnel, policy, strategic planning, and resource allocation.
- Chair, Assessment Committee (2009-2016)
 - Developed a 5-year assessment plan for the department
 - Created 4 psychological measures of student learning including drafting and editing of items, item analysis, demonstration of reliability and validity, conversion to an on-line survey platform, and documentation of the process. Assisted in these tasks by advance psychology students participating in my research lab, TAPLab (Testing and Assessment in Psychology)
 - Revised annual alumni and senior exit surveys. Working with front office staff and Career Center revised surveys and converted to an on-line platform.
 - Developed and implemented indirect assessments of student learning.
 - Wrote annual report for submission to HSS Dean
- Member, Budget Committee (multiple years, former **Chair**)
- Member, Colloquia Committee
- **Chair**, Ethics Committee (multiple years)
- Member, Graduation Committee (multiple years, former **Chair**)
- Member, Grievance Committee (multiple years, former **Chair**)
- Member, Independent Study Committee (multiple years, former **Chair**)
- Member, Internship Committee (multiple years, former **Chair**)
- Member, New Faculty Mentoring Committee (multiple years)
- **Member**, Promotion Committee (multiple years, former **Chair**)
- Member, Psi Chi Committee (multiple years, former **Chair**)
- Member, Student Awards & Scholarships Committee (multiple years)

Ad hoc Committees:

- Former **Chair**, Graduate Assistant Search ad hoc Committee
- Member, Faculty Hiring ad hoc Committee
- Member, Secretary Search ad hoc Committee
- Chair, Chair Search ad hoc Committee
- Former **Chair**, Ethics Statement/Policy ad hoc Committee

Workshops

- Conducted numerous workshops for students, most recently “Research Ethics”
- Conducted numerous “Best Practices” workshops for department faculty

I/O Contributions

- **Founded** the Industrial/Organizational Track in 1991. This involved designing curriculum, creating new courses, documenting student admissions/progress, coordinating speakers, and tracking alumni. Have served as I/O specialization coordinator along with Dr. Dahling.
- Developed the **TAPLab (Testing and Assessment in Psychology)** to support my research as well as assist the department in the development of assessment tools. A group of advanced undergraduate students work in the lab on the development, administration, and analysis of our assessment instruments. The lab is also involved in the on-going development of a measure to predict first year academic success in

college using non-cognitive predictors. We recently began working with external community partners on their measurement and assessment needs.

Department Chair

- Served as department chair 2005-2006, completing the last year of Beth Paul's term when she stepped down to assume other administrative duties on campus
- Elected to my own term as chair and served 2006-2009
- See employment section for duties and accomplishments as chair

School-Level Contributions (The School of Humanities and Social Sciences, HSS)

- Member, HSS Curriculum Committee (Fall 2018)
- Chair, Learning Outcomes Assessment Committee (2010-2013).
 - Oversaw the articulation of learning outcomes, development of departmental assessment plans, implementation of plans, and annual reporting.
- Research Support, HSS Advising Course, HSS 201 (2011-present)
 - Developed a survey instrument and converted it into Qualtrics (an on-line survey software)
 - Oversee administration (pre and post) each semester course is offered
 - Evaluate results and write a report
- Research Support, HSS annual post-graduation survey (fall 2015)
 - Revised the on-line survey created and previously administered by Jason Dahling (who is currently on sabbatical)
 - Distributed survey via email to over 2,000 students
 - Analyze results as well as prepared a brief report

Institutional-Level Contributions (The College of New Jersey, TCNJ)

Current memberships and previous leadership positions are identified in bold.

Standing Committees:

- **Member**, SOSA (Support of Scholarly Activity) (2014-2016, 2017-present)
 - Review faculty/librarian applications for competitive research award (release time).
- **Faculty advisor** on the **Student Conduct Board** (2013-2016, 2017- present)
 - Served in a supportive capacity for a student charged with a Conduct Code violation.
- Facilitator, Learning Community on Assessment (May 2013)
 - Proposed, received approval, and lead a group of faculty and administrators in an exploration of common assessment needs/issues and identification of resources/solutions.
- Arts and Sciences Liaison to the Woodrow Wilson Visiting Scholars Program
- Member, College and Community Relations,
- Member, New Faculty Mentoring,
- Member and Chair, Quality of College Life (**Vice Chair**, 1995-96, **Chair**, 1996-1997), Member, Portfolio Assessment
- Member, Promotions
- Member, Student Awards

Ad hoc committees:

- Member, Alumnae Survey Committee
- Member, Alumnae Award Committee
- Member, Campus Re-Organization

- Member, Assessment of Transformation

Professional Contributions

- Editorial Board Member for Springer Publishing's book series *Educating the Young Child: Advances in Theory and Research, Implications for Practice*, 2017- present
- Editorial Board Member for American Psychological Association's Division 17, Society for Counseling Psychology, Section 13, Human/Animal Interaction's *Human Animal Interaction Bulletin* (HAIB), 2018- present
- Ongoing service as reviewer for annual conference submissions:
 - Division 14 Society for Industrial/Organization Psychology
 - Division 5 Evaluation, Measurement, & Statistics
- Ad hoc Reviewer:
 - Journal of Disability
 - Early Childhood and Education Journal
 - International Journal of Environmental Research and Public Health
 - Animals
- Judge for APA Anne Anastasi Graduate Student Research Award, 2013, 2014, 2018
- Dissertation Committee Member: Jennifer Bragger, Edward Johnson, Tyler Howard

Community Contributions

- Therapy Dog Handler since 2006. Visit facilities with trained and certified Golden Retrievers including assisted living and *Tail Waggin' Tutor* school reading program.
- Conduct assessment research with West Belmar Elementary School on *Tail Waggin' Tutor* Reading program gains.
- Conduct program evaluation research with Attitudes in Reverse, AIR, a mental health awareness and education non-profit located in Princeton, NJ
- Certified Adult CPR/AED, Child CPR/AED, Infant CPR June 11, 2018

Professional Affiliations

- 1984-Present **Society for Industrial/Organizational Psychology**
- 2013-Present **American Psychological Association**
- 2016-Present **Council on Undergraduate Research**