

# Frank A. Bosco

Curriculum Vitae  
May 25, 2010

Ph.D. Candidate  
Department of Management  
Fogelman College of Business and Economics  
University of Memphis  
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## Education

2006-present	University of Memphis, Memphis, TN Degree: Ph.D. (Business Administration: Management; in progress) Committee: Chuck Pierce (chair), David Allen, Ron Landis, Rabi Bhagat
2003-2005	Montana State University, Bozeman, MT Degree: M.S. (Applied Psychology) Committee: Rick Block (chair), Keith Hutchison, Richard Martell
1999-2003	University of Connecticut, Storrs, CT Degree: B.A. (Psychology) Advisor: Jay Rueckl

## Employment

2006-present	Graduate Assistant Fogelman College of Business and Economics University of Memphis, Memphis, TN
2005-2007	Consultant Search Engine Optimization Zearth.com Corporation, Bozeman, MT
2006-2006	Research Assistant (Database / Protocol Management) The Semantic Priming Project (NSF) Dr. Keith Hutchison, Bozeman, MT
2005-2006	Adjunct Instructor Department of Psychology Montana State University, Bozeman, MT
2003-2005	Graduate Assistant Department of Psychology Montana State University, Bozeman, MT

## Research Interests

I have three ongoing programs of organizational science research that span the areas of HR management, organizational behavior, applied social cognition, and organizational research methods. Specifically, I conduct research on (a) managerial ethics and ethical decision making in organizations, (b) staffing organizations (e.g., employee selection decision making), and (c) organizational research methods (e.g., content analysis; meta-analysis; peer review process).

## **Publications**

- Aguinis, H., Dalton, D. R., Bosco, F. A., Pierce, C. A., & Dalton, C. M. (in press). Meta-analytic choices and judgment calls: Implications for theory development and testing, obtained effect sizes, and scholarly impact. *Journal of Management*.
- Aguinis, H., Pierce, C. A., Bosco, F. A., Dalton, D. R., & Dalton, C. M. (in press). Debunking myths and urban legends about meta-analysis. *Organizational Research Methods*.
- Aguinis, H., Pierce, C. A., Bosco, F. A., & Muslin, I. S. (2009). First decade of *Organizational Research Methods*: Trends in design, measurement, and data-analysis topics. *Organizational Research Methods*, 12, 69-112.
- Hutchison, K.A., & Bosco, F.A. (2007). Congruency effects in the letter search task: Semantic activation in the absence of priming. *Memory & Cognition*, 35, 514-525.

## **Manuscripts in Preparation & Projects Underway**

- Bosco, F. A., Pierce, C. A., & Aguinis H. (2010). Meta-analytic path analyses of ethical decision-making models: Evidence for automatic or controlled processes? Data collection underway.
- Bosco, F. A. & Allen, D. A. (2010). Intelligence testing for selection with less adverse impact: The potential of executive attentional control. Manuscript in preparation; targeted for *Journal of Applied Psychology*, *Personnel Psychology*, or *Academy of Management Journal*
- Dalton, D. R., Aguinis, H., Bosco, F. A., Pierce, C. A., & Dalton, C. M. (2010). A critical analysis of the use of meta-analysis in the organizational sciences. Data analysis underway.

## **Grant Awards**

- Allen, D. G., & Bosco, F. A. (2008). Intelligence testing for selection with less adverse impact: The potential of executive attentional control. SHRM Foundation Grant, \$31,000.

## **Conference Presentations & Proceedings**

- Bosco, F. A., & Wiggins, R. R. (2010, August). Managerial hubris revisited: A fantasy realization approach. Paper to be presented at the meeting of the Academy of Management, Montreal, Canada.
- Aguinis, H., Dalton, D. R., Bosco, F. A., Pierce, C. A., & Dalton, C. M. (2010, April). Statistical and methodological myths and urban legends about meta-analysis. In C. E. Lance & R. J. Vandenberg (Co-Chairs), Statistical and methodological myths and urban legends: Part V. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Aguinis, H., Dalton, D. R., Bosco, F. A., Pierce, C. A., & Dalton, C. M. (2009, August). Meta-analytic choices and judgment calls: Implications for theory and scholarly impact. In C. D. Nye (Chair), How choices affect outcomes: Measurement, model specification, and meta-analysis. Paper presented at the meeting of the Academy of Management, Chicago, IL.
- Bosco, F. A., & Muslin, I. S. (2009, August). Automatic and controlled antecedents of cross-cultural organizational behavior. Paper presented at the meeting of the Academy of Management, Chicago, IL.
- Aguinis, H., Pierce, C. A., Bosco, F. A., & Muslin, I. S. (2009, April). Are methodologists listening? The case of organizational research methods. In J. M. Cortina (Chair), Grace to help in time of need!: I/O methodological developments. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Aguinis, H., Pierce, C. A., Bosco, F. A., & Muslin, I. S. (2008, August). First decade of Organizational Research Methods: Trends in design, measurement, and data-analysis topics. In H. P. Bowen (Chair), Recent developments in measurement. Paper published in the Academy of Management Proceedings, Anaheim, CA. (finalist for the SAGE/RM Division Best Paper Award)

Aguinis, H., Pierce, C. A., Bosco, F. A., & Muslin, I. S. (2008, July). Trends in research design, measurement, and analysis in the organizational sciences: The last decade. Plenary address given at the Global Congress of the Project Management Institute, Warsaw, Poland.

Block, R. A., Bosco, F. A., & Schanz, T. S. (2006, April). The spacing effect: Attentional demands and recognition memory. Poster presented at the meeting of the Western Psychological Association, Palm Springs, California.

Bosco, F. A., Block, R. A., & Hutchison, K. A. (2005, April). Dual-task interference during incidental- and intentional-memory encoding. Poster presented at the meeting of the Western Psychological Association, Portland, Oregon.

### **Teaching Experience**

Summer, 2010	U. Memphis	Human Resource Management (MGMT 3215)
Spring, 2010	U. Memphis	Human Resource Management (MGMT 3215)
Summer, 2009	U. Memphis	Staffing and Development (MGMT 4260)
Spring, 2009	U. Memphis	Human Resource Management (MGMT 3215)
Fall, 2008	U. Memphis	Human Resource Management (MGMT 3215)
Spring, 2006	Montana State U.	Freshman Seminar (CLS 101)
Spring, 2006	Montana State U.	Applied Critical Thinking (PSY 305)
Fall, 2005	Montana State U.	History & Systems of Psychology (PSY 411)
Fall, 2005	Montana State U.	Learning & Motivation (PSY 341)

### **Professional Activities**

Manuscript Reviewer, Academy of Management (2008-present)  
Manuscript Reviewer, Guilford Press (2009)  
Manuscript Reviewer, Oxford University Press (2006)  
Ad Hoc Reviewer, Perception & Psychophysics (2006)  
Ad Hoc Reviewer, Acta Psychologica (2006)  
Invited Speaker, National Society of Collegiate Scholars (2006)

### **Professional Memberships**

Academy of Management (2006-present)  
Southern Management Association (2006-present)  
Society for Industrial & Organizational Psychology (2007-present)  
Psychonomic Society (2004-2006)  
Western Psychological Association (2004-2006)

## References

Herman Aguinis, Ph.D.

Dean's Research Professor and  
Professor of Organizational Behavior and Human Resources  
Director, Institute for Global Organizational Effectiveness  
Department of Management and Entrepreneurship  
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David G. Allen, Ph.D., SPHR

First Tennessee Professor  
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Dan R. Dalton, Ph.D.

Director -- Institute for Corporate Governance,  
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Harold A. Poling Chair of Strategic Management  
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Charles A. Pierce, Ph.D.

Professor of HR Management  
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