

Frank A. Bosco, Jr.
Curriculum Vitae
Updated April, 2023

Department of Management
School of Business
Virginia Commonwealth University
Richmond, VA 23284-4000

Education

2006-2011 Ph.D. (Management - HR/OB), University of Memphis, Memphis, TN
2003-2005 M.S. (Applied Psychology), Montana State University, Bozeman, MT
1999-2003 B.A. (Psychology), University of Connecticut, Storrs, CT

Employment

2017-present Associate Professor of Management
Department of Management, School of Business
Virginia Commonwealth University

2013-2017 Assistant Professor of Management
Department of Management, School of Business
Virginia Commonwealth University

2011-2013 Assistant Professor of Management
Division of Management, Marketing & MIS, College of Business
Marshall University

2010-2017 Consultant
Center for Learning and Performance
First Horizon National Corp., Memphis, TN

Research Interests

I study various topics in organizational science – substantive and methodological. Much of my research time is devoted to serving as Director of the metaBUS project (metaBUS.org), which maintains the largest database of hand-curated, published research findings in the social sciences.

Publications

Gupta, A., & Bosco, F. A. (2023). Tempest in a teacup? An analysis of *p*-hacking in organizational research. *PLoS ONE* 18(2): e0281938.

Chris, A., Provencher, Y., Fogg, C., Thompson, S., Cole, A., Okaka, O., Bosco, F.A., González -Morales, M.G. (2022). A meta-analysis of experienced incivility and its correlates: Exploring the dual path model of experienced workplace incivility. *Journal of Occupational Health Psychology*, 27, 317-338.

Rubenstein, A. L., Morrison, H. M., Whiting, S. W., & Bosco, F. A. (2022). More money, more problems? An examination of the dynamic relationship between income and work-family conflict. *Journal of Occupational and Organizational Psychology*, 95, 305-331.

Serban, A., Rubenstein, A., Bosco, F. A., Reina, C., & Grubb, L. (2022). Stressors and social resources at work: Examining the buffering effects of LMX, POS, and their interaction on employee attitudes. *Journal of Business and Psychology*, 37, 717-734.

Woznyj, H. M., Banks, G. C., Whelpley, C. E., Batchelor, J. H., & Bosco, F. A. (2022). Job attitudes: A meta-analytic review and an agenda for future research. *Journal of Organizational Behavior*, 43, 946-964.

- Bosco, F. A. (2022). Accumulating Knowledge in the Organizational Sciences. *Annual Review of Organizational Psychology and Organizational Behavior*, 9, 441-464.
- Field, J. G., Bosco, F. A., & Kepes, S. (2021). How robust is our cumulative knowledge on turnover? *Journal of Business and Psychology*, 36, 349-365.
- Field, J. G., Bosco, F. A., Kraichy, D., Uggerslev, K. L., & Geiger, M. K. (2021). More alike than different? A comparison of variance explained by cross-cultural models. *Journal of International Business Studies*, 52, 1797-1817.
- Bosco, F. A. (2020). Millions of findings at your fingertips: Supplementing literature searches with metaBUS. *APS Observer*.
- Bosco, F. A., Field, J. G., Larsen, K., Chang, Y., & Uggerslev, K. L. (2020). Advancing meta-analysis with knowledge management platforms: Using metaBUS in psychology. *Advances in Methods and Practices in Psychological Science*, 3, 124-137.
- Rubenstein, A. L., Allen, D. G., & Bosco, F. A. (2019). What's past (and present) is prologue: Interactions between justice levels and trajectories predicting behavioral reciprocity. *Journal of Management*, 45, 1569-1594
- Steel, P., Schmidt, J., Bosco, F. A., & Uggerslev, K. L. (2019). The effects of personality on job satisfaction and life satisfaction: A meta-analytic investigation accounting for bandwidth–fidelity and commensurability. *Human Relations*, 72, 217-247.
- Steel, P., Taras, V., Uggerslev, K. L., & Bosco, F. A. (2018). The happy culture: A theoretical, meta-analytic and empirical review of the relationship between culture and wealth and subjective wellbeing. *Personality and Social Psychology Review*, 22, 128-169.
- Lee, C. I. S. G., Bosco, F. A., Steel, P., & Uggerslev, K. L. (2017). A metaBUS enabled meta-analysis of career satisfaction. *Career Development International*, 22, 565-582.
- Bosco, F. A., Uggerslev, K. L., & Steel, P. (2017). metaBUS as a vehicle for facilitating meta-analysis. *Human Resource Management Review*, 27, 237-254.
- Bosco, F. A., Aguinis, H., Field, J. G., Pierce, C. A., & Dalton, D. R. (2016). HARKing's threat to organizational research: Evidence from primary and meta-analytic sources. *Personnel Psychology*, 69, 709-750.
- Baker, C. A., Bosco, F. A., Uggerslev, K. L., & Steel, P. (2016). metaBUS: An open search engine of I-O research findings. *The Industrial-Organizational Psychologist*.
- Anderson, C. J., Bahník, Š., Barnett-Cowan, M., Bosco, F. A., Chandler, J., Chartier, C. R., Cheung, F., Christopherson, C. D., Cordes, A., Cremata, E. J., Della Penna, N., Estel, V., Fedor, A., Fitneva, S. A., Frank, M. C., Grange, J. A., Hartshorne, J. K., Hasselman, F., Henninger, F., Jonas, K. J., Lai, C. K., Levitan, C. A., Miller, J. K., Moore, K. S., Meixner, J. M., Munafò, M. R., Neijenhuijs, K. I., Nilsonne, G., Nosek, B. A., Plessow, F., Prenoveau, J. M., Ricker, A. A., Schmidt, K., Spies, J. R., Stieger, S., Strohminger, N., Sullivan, G. B., van Aert, R. C. M., van Assen, M. A. L. M., van der Hulst, M., Vanpaemel, W., Vianello, M., Voracek, M., & Zuni, K. (2016). Response to a comment on "Estimating the reproducibility of psychological science". *Science*, 351, 1037.
- Bosco, F. A., Allen, D. G., & Singh, K. (2015). Executive attention: An alternative perspective on general mental ability, performance, and subgroup differences. *Personnel Psychology*, 68, 859-898.
- Bosco, F. A., Steel, P., Oswald, F. L., Uggerslev, K. L., & Field, J. G. (2015). Cloud-based meta-analysis to bridge science and practice: Welcome to metaBUS. *Personnel Assessment and Decisions*, 1, 3-17.

- Open Science Collaboration. (2015). Estimating the reproducibility of psychological science. *Science*, 349, 943-951.
- Bosco, F. A., Aguinis, H., Singh, K., Field, J. G., & Pierce, C. A. (2015). Correlational effect size benchmarks. *Journal of Applied Psychology*, 100, 431-449.
- Hancock, J. I., Allen, D. G., Bosco, F. A., McDaniel, K., & Pierce, C. A. (2013). Meta-analytic review of employee turnover as a predictor of firm performance. *Journal of Management*, 39, 573-603.
- Open Science Collaboration. (2012). An open, large-scale, collaborative effort to estimate the reproducibility of psychological science. *Perspectives on Psychological Science*, 7, 657-660.
- Dalton, D. R., Aguinis, H., Dalton, C. A., Bosco, F. A., & Pierce, C. A. (2012). Revisiting the file drawer problem in meta-analysis: An assessment of published and non-published correlation matrices. *Personnel Psychology*, 65, 221-249.
- Aguinis, H., Pierce, C. A., Bosco, F. A., Dalton, D. R., & Dalton, C. M. (2011). Debunking myths and urban legends about meta-analysis. *Organizational Research Methods*, 14, 306-331.
- Aguinis, H., Dalton, D. R., Bosco, F. A., Pierce, C. A., & Dalton, C. M. (2011). Meta-analytic choices and judgment calls: Implications for theory development and testing, obtained effect sizes, and scholarly impact. *Journal of Management*, 37, 5-38.
- 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.

Book Chapters

- Bosco, F. A., & Field, J. G. (in press). Using Other Peoples' Data: Implications of Reliance on Meta-Analysis and Archival Data. In K. Murphy (Ed.), *SIOP Organizational Frontiers Series: Data, Methods and Theory in the Organizational Sciences*.
- Uggerslev, K., & Bosco, F. (2019). Raising the Ante: Technological Advances in I-O Psychology. In R. Landers (Ed.), *The Cambridge Handbook of Technology and Employee Behavior* (Cambridge Handbooks in Psychology, pp. 745-760). Cambridge: Cambridge University Press.
doi:10.1017/9781108649636.027
- Bosco, F. A. (2018). File drawer problem. In B. Frey (Ed.), *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*. New York, NY: Sage
- Open Science Collaboration (2017). Maximizing the reproducibility of your research. In S. O. Lilienfeld & I. D. Waldman (Eds.), *Psychological Science Under Scrutiny: Recent Challenges and Proposed Solutions*. New York, NY: Wiley.
- Open Science Collaboration. (2014). The Reproducibility Project: A model of large-scale collaboration for empirical research on reproducibility. In V. Stodden, F. Leisch, & R. Peng (Eds.), *Implementing Reproducible Computational Research* (A Volume in The R Series) (pp. 299-323). New York, NY: Taylor & Francis.

Grant Awards

- Bosco, F. A., Uggerslev, K. L., Steel, P., & Oswald, F. L. (co-PIs) (2017). *Communicating One Million HRM Research Findings*. Society for Human Resource Management (SHRM) Foundation grant, \$75,000.

- Social Sciences and Humanities Research Council Community and College Social Innovation Fund Grant, Using and expanding metaBUS tools for locating and synthesizing research findings. (\$167,000). 03/2016-03/2020. K Uggerslev as Applicant, P. Steel and G. Gregson as Co-Investigators, F. Bosco, F. Fabian, and R. Wiggins as Collaborators. Includes committed matching funds from CCAL (see next entry).
- Steel, P., Uggerslev, K., & Bosco, F. Facilitating evidence-based practice. Canadian Centre for Advanced Leadership in Business. (\$145,000).
- Social Sciences and Humanities Research Council Insight Grant, Fostering the Public understanding of science: Informing evidence-based practice and evidence-based education through the metaBUS project. (\$239,680). 03/2016-03/2019. K Uggerslev as Applicant, P. Steel as Co-investigator, F. Bosco, J. Krahn, S. George, R. Bilodeau, & D. Lee as Collaborators.
- Bosco, F. A. (PI), Kepes, S., Brooks, P. (co-PIs), Uggerslev, K., Steel, P. (co-Investigators) (2015). *Research curation as a vehicle for scientific insight and the public understanding of science*. VCU Presidential Research Quest Fund, \$50,000.
- Bosco, F. A., & Steel, P. (PIs), Uggerslev, K. L., Sriram, N., Kepes, S., McDaniel, M. A. (co-applicants) (2014). *Field mapping: An archival protocol for social science research findings*. [Digging into Data Challenge](#). Total funding: \$247,881 (National Science Foundation, \$123,093 USD; Social Sciences and Humanities Research Council, \$124,788 CAD)
- Steel, P., Bosco, F. A., & Uggerslev, K. (2014). *Advancing leadership studies through the metaBUS project*. Canadian Centre for Advanced Leadership in Business, \$108,000.
- Bosco, F. A., Uggerslev, K. L., Steel, P. (co-PIs), McDaniel, M. A., Kepes, S., & Sriram, N. (co-applicants) (2014). *Bridging communication gaps in HR by mapping constructs and findings*. Society for Human Resource Management (SHRM) Foundation grant, \$140,000.
- 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. Status: Completed.

Invited Colloquia

- Bosco, F. A. (2021, February). Using taxonomies to curate psychology's research findings. Workshop: Workforce Science in the Big Data Era. Sponsors: Army Research Institute, Rice University. Invited presentation, Rice University Department of Psychology.
- Bosco, F. A. (2018, June). metaBUS: Summarizing and visualizing one million findings in psychology. Keynote Address for the Research Synthesis Conference, Leibniz Institute for Psychology Information, Trier, Germany.
- Bosco, F. A. (2017, November). metaBUS. Brown bag seminar for the West Virginia University College of Business and Economics, Morgantown, WV.
- Bosco, F. A. (2017, September). Insights gleaned from curating one million findings in applied psychology. Brown bag seminar for the George Mason University Department of Psychology, Fairfax, VA.
- Bosco, F. A. (2017, August). The metaBUS project. Presentation for NSF Workshop on Behavioral Ontology Learning. Estes Park, CO.
- Bosco, F. A., Steel, P., & Uggerslev, K. L. (2016, March). Instant meta-analysis using the metaBUS platform. Presentation and workshop for Leeds School of Business, University of Colorado Boulder.
- Bosco, F. A. (2014, October). metaBUS as a vehicle for curating and communicating HR research findings. Brown bag seminar held at HumRRO, Alexandria, VA.

Bosco, F. A. (2013, December). Big science and the future of management research: Toward a collaborative effort for the curation and dissemination of research findings. Strategy & Organizations Research Seminar, Haskayne School of Business, University of Calgary.

Conference Presentations & Proceedings

- Lynch, I., & Bosco, F.A. (2023, May). MetaBUS: A platform for managing one million applied psychology findings. Metascience 2023, National Academy of Sciences, Washington, D.C.
- Field, J. G., & Bosco, F. A. (2021, November). Using meta-sen to assess the trustworthiness of meta-analytic findings. Southern Management Association, New Orleans, LA.
- Chang, Y., & Bosco, F. A. (2021, July). A meta-analysis on marital status-performance relations: Like a horse and carriage? Academy of Management.
- Chang, Y., Field, J. G., Bosco, F. A., & Uggerslev, K. L. (2020, April). Using metaBUS to locate, synthesize, and visualize I-O research findings. SIOP Master Tutorial, Austin, TX.
- Field, J. G., Bosco, F. A., & Kepes, S. (2019, October). A spoonful of medicine for meta-analysis: Introducing meta-sen. Paper presented at the meeting of the Southern Management Association, Norfolk, VA.
- Bosco, F. A. (2019, June). Leadership “vizzies”: Exploring more than 35,000 leadership findings using meta-analysis and advanced network visualization. Paper presented at the meeting of the International Center for Global Leadership, Placencia, Belize.
- Bosco, F. A., Oswald, F. L., Field, J. G., & Uggerslev, K. L. (2019, May). Visualizing one million applied psychology findings. Paper presented at the meeting of the European Association of Work and Organizational Psychology, Turin, Italy.
- Rubenstein, A., & Bosco, F. A. (2019, April). More money, more problems? Dynamic relationships of income and work-family conflict. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Fort Washington, MD.
- Sarkar-Barney, S. T., Barney, M., Bosco, F. A., Kepes, S., Kogel, J. S., Shull, A. C., Uggerslev, K. L., & Whetzel, D. (2019, April). Popular beliefs in talent management: Truth or myth? Alternative session presented at the meeting of the Society for Industrial and Organizational Psychology, Fort Washington, MD.
- Field, J.G., Geiger, M., Bosco, F. A., Kraichy, D. G., & Uggerslev, K. L. (2019, April). Global effect size benchmarks: Assessing culture, region, and country differences. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Fort Washington, MD.
- Bosco, F. A. (2019, March). A review of disability research in employment: 1990 to present. Paper presented at the meeting of the Pacific Rim International Conference on Disability and Diversity, Honolulu, HI.
- Field, J. G., Bosco, F. A., & Kepes, S. (2018, November). PDI: A comprehensive sensitivity analysis tool for meta-analyses. Paper presented at the meeting of the Southern Management Association, Lexington, KY.
- Bennett, A. B., Field, J. G., & Bosco, F. A. (2018, August). Bringing meta-analytic evidence into the classroom: Teaching with metaBUS. Academy of Management, Chicago, IL.
- Field, J. G., Bosco, F. A., Kepes, S., McDaniel, M. A., & List, S. (2018, August). Introducing a Comprehensive Sensitivity Analysis Tool for Meta-Analytic Reviews. Academy of Management, Chicago, IL.

- Dubovoy, L., & Bosco, F. A. (2018, August). Practical applications of metaBUS for personnel selection. Paper presented at the annual meeting of the International Personnel Assessment Council, Alexandria, VA.
- Field, J.G., Geiger, M., Langlinais, L., List, S., & Bosco, F. A. (2018, April). A metaBUS analysis of gender differences in common I-O topics over the last 35 years. In D. Woehr & C. Williams (co-Chairs), Bias or difference: The impact of gender across domains. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bosco, F. A., Kepes, S., & Dubovoy, L. (2018, April). Testing key assumptions and robustness of meta-analytic publication bias analyses. In B. Wiernik (Chair), Improving the Accuracy and Utility of Meta-Analytic Inferences. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bosco, F. A. (2018, April). Bridging the scientist-practitioner gap. In S. Sarkar-Barney & G. Chen (co-Chairs), Significant Examples of Bridging the Scientist-Practitioner Gap. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- MacLaren, N. G., Cao, Y., Kulkarni, A., Yammarino, F. J., Mumford, M. D., Dionne, S. D., Sayama, H., Connelly, S., Mulhearn, T. J., Martin, R., Todd, E., & Bosco, F. A. (2018). Agent-based model parameter estimation and variable reduction using metaBUS: An application to a collective leadership model. Poster presented at the Northeast Regional Conference on Complex Systems, Binghamton, NY.
- Field, J. G., Kepes, S., Bosco, F. A., & McDaniel, M. A. (2017, October). A comprehensive sensitivity analysis guide for meta-analyses. Professional development workshop to be presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.
- Bosco, F. A., Chen, G., Cortina, J., Landis, R., & Uggerslev, K. (2017, May). Reproducibility: A debate. European Association of Work and Organizational Psychology, Dublin, Ireland.
- Bosco, F. A., Landis, R., Kepes, S., Uggerslev, K. L., Steel, P., & Brooks, P. (2017, April). Dimension reduction as a vehicle for assessing construct redundancy. In G. Howardson (Chair), Contemporary Views and Methods for Dimension Reduction. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Field, J. G., Kepes, S., & Bosco, F. A. (2017, April). How trustworthy is our cumulative knowledge on turnover? Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Holland, S., Green, J., Markell, H. M., & Bosco, F. A. (2017, April). R Shiny: Using apps to support I/O research. Master tutorial presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Khosravi, J., Lee, C., Bosco, F. A., & Steel, P. (2017, April). Using new metaBUS functions to facilitate systematic reviews and meta-analyses. Master tutorial presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Bosco, F. A., Uggerslev, K. L., Steel, P., Kepes, S., & Field, J. G. (2017, March). metaBUS: Leveraging one million published findings to conduct instant meta-analyses. Workshop held at the International Convention of Psychological Science, Vienna, Austria.
- Uggerslev, K. L., Steel, P., Bosco, F. A., & Field, J. G. (2016, August). Generating Instant Custom Meta-Analyses: A metaBUS Tutorial for Synthesizing Management Research. Professional Development Workshop to be held at Academy of Management, Anaheim, CA.

- Rubenstein, A., Bosco, F. A., & Allen, D. G. (2016, August). Reciprocity Dynamics Over Time in Organizational Justice and Social Exchange. Paper to be presented at the meeting of the Academy of Management, Anaheim, CA.
*Published in *Academy of Management Best Paper Proceedings*.
- Taras, V., Wankel, C., Steel, P., Tavoletti, E., Bosco, F. A., del Alcazar, M. G., & Arora, S. (2016, June). Research crowdsourcing, data sharing, and large-scale collaboration: Latest developments and opportunities for international business studies. Panel conducted at the meeting of the Academy for International Business, New Orleans, LA.
- Bosco, F. A., Uggerslev, K. L., & Steel, P. (2016, May). metaBUS as a vehicle for investigating construct redundancy. Invited guest presentation for the Personnel and Human Resources Research Group.
- Steel, P., Bosco, F. A., & Uggerslev, K. L., (2016, May). The metaBUS Project: Large-scale curation of scientific findings for research synthesis. Invited presentation for the Department of Psychology, University of Minnesota.
- Shipstead, Z., & Bosco, F. A. (2016, April). Working memory: A primer for I-O psychologists. In S. G. Brown & A. M. Franco-Watkins (Chairs), The overlooked cognitive ability-working memory: research and practical considerations. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Bosco, F.A., Chen, G., Cortina, J. M., & Landis, R. S. (2016, April). Impact of research reproducibility and study registration on I/O psychology (J. Gibson, Chair). Panel discussion to be held at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Uggerslev, K. L., Bosco, F. A., Steel, P., & Field, J. G., (2016, April). Using metaBUS for literature searches and generating instant meta-analyses. Master tutorial to be presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Zhang, Y., Khosravi, J. Y., Arnold, C. B., Bosco, F. A., Uggerslev, K. L., & Steel, P. (2016, April). Predicting employee outcomes with different measures of workload. Paper to be presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Field, J. G., Baker, C. A., Bosco, F. A., McDaniel, M. A., & Kepes, S. (2016, April). The extent of p-hacking in I-O psychology. Paper to be presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Bosco, F. A. (2016, January). Developing consensus ontologies: An iterative approach to classify thousands of constructs in the metaBUS database. Presentation given at the metaBUS Taxonomy Development Workshop, Scottsdale, AZ.
- Bosco, F. A., Steel, P.S., Uggerslev, K. L., McDaniel, M., & Kepes, S. (2016, January). metaBUS: Tools for finding, curating, synthesizing, and disseminating scientific research. 2013 Transatlantic Digging Into Data Challenge Final Conference. Glasgow, Scotland.
- Bosco, F. A., Aguinis, H., Uggerslev, K. L., Steel, P., Singh, K., & Pierce, C. A. (2015, August). The one-minute meta-analyst: A metaBUS tutorial for synthesizing management research. Preconference development workshop presented at the meeting of the Academy of Management, Vancouver, BC.
- Bosco, F. A., Uggerslev, K. L., & Steel, P. G. (2015, August). metaBUS: Tools and techniques for Big Data analytics. In R. Piccolo & C. Beungeler (Chairs), *Big Data in team research: Applications, techniques, and implications*. Symposium conducted at the meeting of the Academy of Management, Vancouver, BC.

- Field, J. G., Mihm, D. C., O' Boyle, E. H., Bosco, F. A., Uggerslev, K. L., Steel, P. (2015, August). An examination of the funding-finding relation in the field of management. Paper presented at the meeting of the Academy of Management, Vancouver, BC.
- Bosco, F. A., Uggerslev, K. L., Steel, P., Aguinis, H., Field, J. G., Pierce, C. A., Munc, A. H., Daniel, J. M., Allen, D. A., Widlak, I., Sarkar-Barney, S. T., & Sriram, N. (2015, April). Using science-mapping and meta-analysis to bridge the scientist-practitioner divide. Alternative session presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bosco, F. A., Uggerslev, K. L., Steel, P., & Field, J. G. (2015, April). Generating instant meta-analyses using the metaBUS database and construct taxonomy. Master tutorial presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Field, J. G., Munc, A. H., Bosco, F. A., Uggerslev, K. L., & Steel, P. (2015, April). Effect size benchmarks for common I-O topics around the globe. Paper presented (as poster) at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
*Selected as *SIOP 2015 Best International Paper/Poster*.
- Bosco, F. A., Uggerslev, K. L., & Steel, P. (2014, October). Scientific findings as Big Data for research synthesis: The metaBUS project. Paper presented at the 2014 IEEE International Conference on Big Data, Washington, DC.
- Bosco, F. A., Aguinis, H., Kepes, S., Gabriel, A. S., & Field, J. G. (2014, August). Assessing the impact of nonresponse bias: A "big science" approach. In F. A. Bosco & P. Steel (Chairs), *The "big science" revolution in management: Possibilities, technology, and applications*. Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA.
- Uggerslev, K. L., Bosco, F. A., & Steel, P. (2014, August). Imagining the possibilities of "big science": The case of field mapping and real-time meta-analysis. In F. A. Bosco & P. Steel (Chairs), *The "big science" revolution in management: Possibilities, technology, and applications*. Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA.
- Bosco, F. A., Uggerslev, K. L., Steel, P., & Kepes, S. (2014, July). Toward a field map for managing big data in personnel assessment. Paper presented at the meeting of the International Personnel Assessment Council, Denver, CO.
- Bosco, F. A., Singh, K., & Field, J. G. (2014, May). Mapping I-O psychology: Content and trends from 1980 to 2010. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bosco, F. A., Singh, K., & Pierce, C. A. (2014, May). Methods for assessing time-lag bias: Evidence from sixty meta-analyses. In S. Kepes (Chair), *Assuring the trustworthiness of cumulative scientific knowledge in I/O psychology*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bhupatkar, A., Norris, D. G., Kyte, T., Bosco, F. A., & Jones, J. A. (2014, May). Predictive analytics: Evolutionary journey from local validation to big data. Panel discussion conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bosco, F. A., Aguinis, H., Singh, K., Field, J. G., & Pierce, C. A. (2013, August). Effect-size magnitude benchmarks: Implications for scientific progress and statistical inferences. In E. H. O'Boyle (Chair), *Philosophy of Science*. Paper presented at the meeting of the Academy of Management, Orlando, FL.
- Field, J. G., Bosco, F. A., & Pierce, C. A. (2013, August). Variability in effect-size magnitude as a function of sample type. In C. Wiese & J. Marcus (Co-Chairs), *Investigating understudied moderators in meta-analysis*. Symposium conducted at the meeting of the Academy of Management, Orlando, FL.

- Bosco, F. A., Aguinis, H., Leavitt, K., Singh, K., & Pierce, C. A. (2013, April). I-O psychology's decline in magnitude of effect-size over time. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Field, J. G., & Bosco, F. A. (2012, September). Knowledge management relies on employee attraction and retention: Insights from meta-analysis. Invited presentation at the meeting of the West Virginia Division of Personnel Human Resources Conference, Beckley, WV.
- Bosco, F. A., Field, J. G., & Pierce, C. A. (2012, August). Accommodational plasticity in organizational science: Influence of hypothesis framing on effect size. Paper presented at the meeting of the Academy of Management, Boston, MA.
*Published in *Academy of Management Best Paper Proceedings*.
- Bosco, F. A., Nathan, B., & Allen, D. G. (2012, July). Higher validity and less adverse impact! Using "Executive Attention" to measure cognitive ability. Paper presented at the meeting of the International Personnel Assessment Council, Las Vegas, NV.
- Bosco, F. A., & Pierce, C. A. (2012, April). Implicit and explicit attitudes as predictors of sexually harassing behavior. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Bosco, F. A., & Allen, D. A. (2011, August). Executive attention as a predictor of employee performance. Paper presented at the meeting of the Academy of Management, San Antonio, Texas.
*Published in *Academy of Management Best Paper Proceedings*.
- Dalton, D. R., Aguinis, H., Dalton, C. A., Bosco, F. A., & Pierce, C. A. (2011, August). Revisiting the file drawer problem in meta-analysis. Paper presented at the meeting of the Academy of Management, San Antonio, Texas.
*Published in *Academy of Management Best Paper Proceedings*.
- Bosco, F. A., & Wiggins, R. R. (2010, August). Managerial hubris revisited: A fantasy realization approach. Paper 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. Paper presented at the meeting of the Academy of Management, Anaheim, CA.
*Published in *Academy of Management Best Paper Proceedings*.
*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 (Teaching interests include HR, OB, core management, and statistics)

Virginia Commonwealth University: Human Resource Management (MGMT 331); Staffing Organizations (MGMT 491/332); Seminar in Advanced Research Methods (MGMT 702); Seminar in Human Resource Management (MGMT 737)

Marshall University: Human Resource Management (MGT 620); Training and Development (HRM 675); Personnel Selection and Testing (HRM 670)

University of Memphis: Employee Staffing and Development (MGMT 4260); Management of Human Resources (MGMT 3215); Organization and Management (MGMT 3110 – online and traditional)

Professional Memberships

Academy of Management (2006-present)

Society for Industrial & Organizational Psychology (2007-present)

American Psychological Association (2012-present)

International Personnel Assessment Council (2012-present)

Society for Human Resource Management (2012-present)

Professional Activities

Editorial Board Member, *Journal of Applied Psychology* (2019-2021)

Editorial Board Member, *Journal of Business and Psychology*

Editorial Board Member, *Personnel Assessment and Decisions*

SHRM Student Chapter Advisor (Marshall University, 2012-2013)

Manuscript Reviewer for a variety of journals and conferences