

Frank A. Bosco, Jr.
Curriculum Vitae
August 22, 2017

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

2013-present 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-present Consultant
 Center for Learning and Performance
 First Horizon National Corp., Memphis, TN

Research Interests

I study various topics pertaining to human resource management, organizational behavior, and organizational research methods. I am currently working on projects related to staffing organizations (e.g., employee performance; employee selection; cognitive ability testing) and organizational research methods (e.g., big data; meta-analysis; content analysis; philosophy of science). Much of my research time is devoted to serving as co-Founder of the metaBUS project (metaBUS.org), which maintains the largest database of published research findings in the social sciences.

Publications

Rubenstein, A. L., Allen, D. G., & Bosco, F. A. (in press). What's past (and present) is prologue: Interactions between justice levels and trajectories predicting behavioral reciprocity. *Journal of Management*.

Lee, C. I. S. G., Bosco, F. A., Steel, P., & Uggerslev, K. L. (in press). A metaBUS enabled meta-analysis of career satisfaction. *Career Development International* (special issue on meta-analysis).

Steel, P., Taras, V., Uggerslev, K. L., & Bosco, F. A. (in press). 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*.

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., Nilsson, 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. (in press). File drawer problem. In B. Frey (Ed.), *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*.
- Open Science Collaboration (in press). 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.

Conference Presentations & Proceedings

Bosco, F. A. (2017, August). The metaBUS project. Presentation for NSF Workshop on Behavioral Ontology Learning. Estes Park, CO.

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 *SIOF 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.

Invited Colloquia

- 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.

Teaching Experience (Teaching interests include HR, OB, core management, and statistics)

- Virginia Commonwealth University: Human Resource Management (MGMT 331); Staffing Organizations (MGMT XXX); Seminar in Advanced Research Methods (MGMT 702); Seminar in Human Resource Management (MGMT XXX).
- 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, Personnel Assessment and Decisions

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

Manuscript Reviewer for a variety of journals and conferences