

Frank A. Bosco

Curriculum Vitae

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Division of Management,
Marketing, and MIS
Marshall University
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Education

- 2006-2011 University of Memphis, Memphis, TN
Degree: Ph.D. (Management - HR/OB)
Committee: Chuck Pierce (chair), David Allen, Brian Janz, Ron Landis
- 2003-2005 Montana State University, Bozeman, MT
Degree: M.S. (Applied Psychology)
Committee: Rick Block (chair), Keith Hutchison, Rich Martell
- 1999-2003 University of Connecticut, Storrs, CT
Degree: B.A. (Psychology)

Employment

- 2011-present Assistant Professor of Management (HR), Division of Management, Marketing & MIS, Marshall University
- 2010-present Consultant
Center for Learning and Performance
First Horizon National Corp., Memphis, TN
2D/3D Latent Semantic Analysis of Employee Text Data; Survey Design
- 2006-2011 Graduate Assistant; Adjunct Instructor
Fogelman College of Business and Economics
University of Memphis, Memphis, TN
- 2005-2007 Consultant
Search Engine Optimization
Zearth.com Corporation, Bozeman, MT
Latent Semantic Analysis of Product Page Content; Database Solutions
- 2006-2006 Research Assistant
The Semantic Priming Project (NSF grant)
Dr. Keith Hutchison, Bozeman, MT
- 2003-2006 Graduate Assistant; Adjunct Instructor
Department of Psychology
Montana State University, Bozeman, MT

Research Interests

I have three ongoing programs of research that span the areas of human resource (HR) management, organizational behavior (OB), and organizational research methods. Specifically, I conduct research on (a) staffing organizations (e.g., employee selection decision making; cognitive ability testing), (b) managerial ethics and ethical decision making in organizations, and (c) organizational research methods (e.g., meta-analysis; content analysis; peer review process; latent semantic analysis). My meta-analysis software is available at frankbosco.com/hs2004.xlsx

Publications

Dalton, D. R., Aguinis, H., Dalton, C. A., Bosco, F. A., & Pierce, C. A. (in press). Revisiting the file drawer problem in meta-analysis: An assessment of published and non-published correlation matrices. *Personnel Psychology*.

Hancock, J. I., Allen, D. G., Bosco, F. A., McDaniel, K., & Pierce, C. A. (in press). Meta-analytic review of employee turnover as a predictor of firm performance. *Journal of Management*.

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.

Manuscripts Under Review

Bosco, F. A., & Allen, D. G. Executive attention as an example of intelligence 2.0. Paper submitted for publication at *Industrial and Organizational Psychology*.

Manuscripts in Preparation & Projects Underway

Bosco, F. A., & Allen, D. G. (2011) Executive attention as a predictor of employee performance: Reconsidering the relationship between general mental ability and adverse impact potential.

Bosco, F. A., Field, J., & Pierce, C. A. (2011). Confirmation bias from hypothesis testing in organizational research: Do we find what we expect to find? Data collection underway.

Bosco, F. A., Field, J., & Pierce, C. A. (2011). The novelty effect in organizational research: Do our findings shrink over time? Data collection underway.

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., & Pierce, C. A. (2012). Implicit and explicit attitudes as predictors of sexually harassing behavior. Poster to be 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.

Media Coverage

- Executive Attention: Hiring Smart Employees, *HR Professionals of Greater Memphis*, forthcoming
- A better test? *HR Magazine*, June 2011, p. 25

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

Marshall University: Management

HRM 620 (Human Resource Management: MS-HRM level); HRM 675 (Training and Development: MS-HRM level)

University of Memphis: Management

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

Montana State University: Psychology

Learning & Motivation (PSY 341); History & Systems of Psychology (PSY 411); Applied Critical Thinking (PSY 305); Freshman Seminar (CLS 101)

Professional Memberships

- Academy of Management (2006-present)
- Society for Industrial & Organizational Psychology (2007-present)

Professional Activities

Manuscript Reviewer, Academy of Management (2008-present): Divisions: HR, MOC, RM
Manuscript Reviewer, Pearson (2010; 2011)
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)

References

Herman Aguinis, Ph.D.

Dean's Research Professor
Professor of OB & HR Management
Dept. of Management & Entrepreneurship
Kelley School of Business
Indiana University
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David G. Allen, Ph.D. & SPHR

Professor of HR Management
First Tennessee Professor
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Dan R. Dalton, Ph.D.

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

Professor of HR Management
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