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Education:

B.A. (1983) Psychology/Religion, Emory University, Atlanta, GA
M.A. (1987) Psychology, University of Notre Dame, South Bend, IN.
Ph.D. (1989) Psychology, University of Notre Dame, South Bend, IN.

Positions

1999-present	Associate Professor, Department of Psychology, College of Liberal Arts, Temple University (tenured 7/99). [Director, Graduate Program in Social & Organizational Psychology, 2000-2003].
Summer, 2001	Visiting Scholar, Department of Psychology, University of Nevada – Reno.
1993 - 1999:	Assistant Professor of Social & Organizational Psychology, Department of Psychology, (tenure track); and Cognate Assistant Professor of Computer & Information Science [appointed 1996], College of Arts & Sciences, Temple University. (College reorganized in 1999)
1991 - 1993:	Assistant Professor, Department of Management & Information Systems, College of Business & Administration, St. Joseph's University (tenure track).
1990 - 1991:	Visiting Assistant Professor, Department of Management & Information Systems, College of Business & Administration, St. Joseph's University, Philadelphia, PA.

- 1989 - 1990: Assistant Professor, Department of Human Resource Management, King's College, Wilkes-Barre, PA. (tenure track).
- 1984 - 1989: Graduate student and teaching assistant, Department of Psychology, University of Notre Dame, Notre Dame, IN.
- 1987 - 1988: Research Assistant, Behavioral Medicine/Occupational Health Promotion, Department of Psychiatry, Johns Hopkins University School of Medicine, Baltimore, MD.
- Fall, 1986: Adjunct Instructor, Department of Psychology, Indiana University at South Bend, South Bend, IN.
- Summer, 1985: Graduate student research assistant, Northern Indiana State Developmental Center, South Bend, IN.
- 1983 - 1984: Behavior Program Supervisor, Sunland Center, Gainesville, FL.
- 1982-1983: Biomedical Engineering Technician, Yerkes Regional Primate Research Center, Atlanta, GA.

Publications

Journal Articles & Book Chapters

Forman, R, Crits-Christoph, P, Kaynak, O., Worley, M., Hantula, D., Kulaga, A., Rotrosen, J., Chu, M., Gallop, R., Potter, J., Muchowski, P., Brower, K., Strobbe, S., Magruder, K., Chellis, A., Clodfelter, T., & Cawley, M. (in press). A Feasibility Study of a Web Based Performance Improvement System for Substance Abuse Treatment Providers. *Journal of Substance Abuse & Treatment*.

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Brecher, E. G., & Hantula, D.A. (2005). Equivocality and escalation: A replication and preliminary analysis of frustration. *Journal of Applied Social Psychology*, 35, 2606-2619.

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Hantula, D. A. & DeRosa, D. M. (2005). Technology of Formal Education. In M. Khosrow-Pour (Ed.) *Encyclopedia of Information Science and Technology* (pp.2761-2764). Hershey, PA: Information Sciences Publishing.

Hantula, D. A., & Bryant, K. M. (2005). Delay discounting determines delivery fees in an e-commerce simulation. *Psychology & Marketing*, 22, 153-161.

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Hantula, D. A. & Pawlowicz, D. M. (2004). Education mirrors industry: On the not-so-surprising rise of the virtual classroom. In: D. Monolescu, C. Schifter, & L. Greenwood (Eds.) *The distance education evolution* (pp. 142-162). Hershey, PA: Information Sciences Publishing.

Blann, E. D., & Hantula, D. A. (2004). Design and evaluation of an internet-based personalized instructional system for social psychology. In: D. Monolescu, C. Schifter, & L. Greenwood (Eds.) *The distance education evolution* (pp. 286-314). Hershey, PA: Information Sciences Publishing.

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DiClemente, D. & Hantula, D. A. (2003). Time sensitivity in online shopping: Extensions of the foraging model. *Psychology & Marketing, 20*, 785-809.

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Schoenfelder, T., & Hantula, D. A. (2003). A job with a future? Delay discounting, magnitude effects and domain independence of utility for career decisions. *Journal of Vocational Behavior, 62*, 43-55.

Haggas, A. & Hantula, D. A. (2002). Think or click? Student preference for overt vs. covert responding in a web-based tutorial. *Computers in Human Behavior, 18*, 165-172.

Hantula, D. A., Rajala, A. K., Brecher, E. G., & DeNicolis-Bragger, J. L. (2002). The value of safety: A time-based utility model. *Journal of Organizational Behavior Management, 21*, 79-98.

Hantula, D. A., DiClemente, D. F., & Rajala, A. K. (2001). Outside the box: The analysis of consumer behavior. In: L. Hayes, J. Austin, R. Houmanfar, & M. Clayton (Eds.), *Organizational Change*, (pp. 203-223), Reno, NV: Context Press.

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[Reprinted In: G. R. Foxall (editor) *Consumer Behaviour Analysis: Critical Perspectives. Volume III. Marketing; A Behavioural Perspective*. London and New York: Routledge. 2002. pp. 269--290].

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McConville, M., Hantula, D. A., & Axelrod, S. (1998). Matching training procedures to outcomes: A behavioral and quantitative analysis. *Behavior Modification*, 22, 391-414.

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DeNicolis, J. L. & Hantula, D. A. (1997). Replication of escalation shows little support for self-justification: The replicative history of the Adams & Smith case. *Proceedings of the 1997 Annual Meeting of the Eastern Academy of Management*. [reprinted in the *Virtual Proceedings*, <http://blue.temple.edu/~eastern>].

Hantula, D. A. & Reilly, N. A. (1996). Reasonable accommodation for employees with mental disabilities: A mandate for effective supervision? *Behavioral Sciences and the Law*, 14, 107-120.

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Hantula, D. A. (1995). Disciplined decision making in an interdisciplinary environment: Some implications for clinical applications of statistical process control. *Journal of Applied Behavior Analysis*, 28, 371-377.

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DeNicolis, J. L., Hantula, D. A., & Goltz, S. M. (1995). What is escalation and persistence of commitment? A critical examination of the construct. *Proceedings of the 1995 Annual Meeting of the Eastern Academy of Management*, 79-182. [Best paper nomination].

Rajala, A. K., DeNicolis, J. L., Brecher, E. G., & Hantula, D. A. (1995). Investing in occupational safety: A utility analysis perspective. *Proceedings of the 1995 Annual Meeting of the Eastern Academy of Management*, 165-168.

Stillman, F. A., Hantula, D. A., & Swank, R. (1994). The effects of a smoke-free policy on the behavior and attitudes of physicians and nurses: A cohort study. *American Journal of Health Promotion*, 9, 108-114. [lead article].

Hantula, D. A. & Crowell, C. R. (1994). Behavioral contrast in a two-option financial decision task. *Journal of Applied Behavior Analysis*, 27, 607-617.

Hantula, D. A. & Crowell, C. R. (1994). Intermittent reinforcement and escalation processes in sequential decision making: A replication and theoretical analysis. *Journal of Organizational Behavior Management*, 14, 7-36. [lead article].

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Hantula, D. A., Stillman, F. A., & Waranch, H. R. (1992). Can a mass-media campaign modify smoking in a large organization? Behavioral evaluation of the Great American Smokeout in an urban hospital. *Journal of Organizational Behavior Management*, 13, 33-47.

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Stillman, F. A., Hantula, D. A., & Swank, R. (1992). Smoke free hospitals: How supportive are physicians and nurses? *Proceedings of the 8th World Conference on Tobacco & Health*, Brasilia, Brazil.

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Hantula, D. A., Stillman, F. A., & Waranch, H. R. (1991). A comparison of strategies for increasing smoking survey return in low-SES employees. *Journal of Organizational Behavior Management*, 11, 47-59.

Ahmed, I. & Hantula, D. A. (1991). Shop floor control: A comparison of research and practice in the U.S. and in Japan. *Proceedings of the 27th Annual Meeting of the Southeastern Institute of Management Sciences (SETIMS)*, 378-379.

Stillman, F. A., Becker, D., Swank, R., Hantula, D. A., Hayes, M., Lowry, D., Moses, H., & Waranch, H. R. (1990). Ending smoking at the Johns Hopkins Medical Institutions: An evaluation of smoking prevalence and indoor air pollution. *Journal of the American Medical Association*, 264, 1565-1569.

Hantula, D. A., Boyd, J. H., & Crowell, C. R. (1989). 10 years of behavioral instruction with computers: Trials, tribulations, and reflections. In J. Hodges (Ed.) *Proceedings of the Academic Microcomputer Conference*. Indiana University Press, Bloomington, IN.

Whitman, T. L., Hantula, D. A., & Spence, B. L. (1989). Behavior modification with the mentally retarded: Conceptual and methodological issues. In J. L. Matson (Ed.), *Handbook of Behavior Modification with the Mentally Retarded (2nd Ed.)*. N.Y.: Plenum Press, (pp. 9-50).

Anderson, D. C., Crowell, C. R., Hantula, D. A., & Siroky, L. M. (1988). Task clarification and individual performance posting for improving cleaning in a student-managed university bar. *Journal of Organizational Behavior Management*, 9, 73-90.

Crowell, C. R., Hantula, D. A., Johnson, J. M., & Miller, A. E. (1987). Authoring tools for interactive learning: Some features and considerations. In J. G. Williams (Ed.) *Proceedings of the Midwestern Academic Microcomputer Conference*, Indiana University-Purdue University at Indianapolis Press, Indianapolis, IN.

Crowell, C. R., Hantula, D. A., Johnson, J. M., & Miller, A. E. (1986). The psychology of interactive education. In J. G. Williams (Ed.) *Proceedings of the Midwestern Regional Academic Microcomputer Conference*, Indiana University-Purdue University at Indianapolis Press, Indianapolis, IN.

Abstracts

Hantula, D. A., Brecher, E. G., Schoenfelder, T. F., & Davis, E. A. (1999). Utility models for behavioral safety. In: *Proceedings of Work, Stress & Health '99: Organization of Work in a Global Economy*, Baltimore, MD.

Bryant, K. & Hantula, D. A. (1997). Determining discount functions. In: *Proceedings and Abstracts of the Annual Meeting of the Eastern Psychological Association*, 68, 37.

Seyfert, D. J., Rupnik, A. G., Frendenhall, T. W., & Hantula, D. A. (1996). Is time money? Temporal discounting in an Internet shopping simulation. In: *Proceedings and Abstracts of the Annual Meeting of the Eastern Psychological Association*, 67, 22.

Cautilli, J. & Hantula, D. A. (1996). The effects of return history, strategic instructions, and personality rigidity on act and pattern of escalation of commitment. In: *Proceedings and Abstracts of the Annual Meeting of the Eastern Psychological Association*, 67, 22.

Cazorla, J.-F., Pulley, T. M., Cahill, M. M., Campbell, L. M., Becan, M. A., & Hantula, D. A. (1996). Choice in a repeated gambles experiment: Effects of framing and delay. In: *Proceedings and Abstracts of the Annual Meeting of the Eastern Psychological Association*, 67, 13.

Hantula, D. A., Plaud, J. J. (1996). The Journal of Behavior Analysis and Therapy (jBAT): A comprehensive Internet-based publication. In: *Proceedings and Abstracts of the Annual Meeting of the Eastern Psychological Association*, 67, 37.

Rajala, A. & Hantula, D. A. (1994). Behavior analytic marketing (BAM): A new strategy for the 90's. *Proceedings of the 19th Annual Meeting of the International Association for Behavior Analysis*, Atlanta, GA.

Hantula, D. A. (1993). Assets, Not Liabilities: Human Resource Management from a Behavioral Perspective. *Proceedings of the 18th Annual Meeting of the International Association for Behavior Analysis*, Chicago, IL.

Hantula, D. A. (1992). Does Title I of the Americans with Disabilities Act establish a right to effective supervision? An Organizational Behavior perspective. *Proceedings of the Annual Meeting of the Eastern Academy of Management*, Baltimore, MD.

Hantula, D. A. (1992). Toward a theoretical basis for understanding compliance with the Americans with Disabilities Act: Implications for performance management. *Proceedings of the 17th Annual Meeting of the International Association for Behavior Analysis*, San Francisco, CA.

Hantula, D. A., Riley, A. W., Rudd, J., Wagner, B. D., & Frederiksen, L. W. (1991). A quantitative analysis of the relationship between methodological rigor and outcome success in organizational development (OD) and organizational behavior management (OBM) research. *Proceedings of the 16th Annual Meeting of the International Association for Behavior Analysis*, Atlanta, GA.

Hantula, D. A. (1990). The role of an alternative course of action in sustaining and reversing escalation and persistence. *Proceedings of the 50th Annual Meeting of the Academy of Management*, San Francisco, CA.

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Reviews & Translations

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Books (Print Media)

Hantula, D. A., Harsbarger, D. W., & Hineline, P. N. (Ed.) (under review). *What works in behavioral economics? Practical and policy issues*. London and New York: Edward Elgar.

Hantula, D. A. (Ed.) (2006). *Advances in Social & Organizational Psychology*. Mahwah, NJ: Erlbaum.

Virtual (Internet-based) Proceedings Edited

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Manuals (Print Media)

Forman, R., Krejci, J., Selzer, J., Hantula, D., Sharp-Potter, J., Arfken, C., & Scruton, T. (2003). *Patient Feedback Manual (Version 1.0)*. Clinical Trials Network, National Institute of Drug Abuse.

Technical Reports

Jenaway, W., Hantula, D. A., Rajala, A. K., & DeNicolis, J. L. (1995). *The effect of loss control interventions in a commercial insurance environment*. Technical Report, Property & Casualty Division, CIGNA Financial Services, Philadelphia, PA.

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Newsletters, etc.

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Papers Presented at Professional Meetings

Hantula, D. & Kondash, J. (2007). Job Satisfaction: The Management Tool and Responsibility Revisited, or the Case for Affective Measurement in OBM. Annual Meeting of Association for Behavior Analysis-International, San Diego, CA.

Puvathingal, B. & Hantula, D. (2007).

Brecher, E. G., & Hantula, D. (2007). Positive Mood and Escalating Commitment: A Case of (Ir)rational Exuberance? Annual SIOP Conference New York, New York.

Puvathingal, B. & Hantula, D. (2007). Escalating commitment to a failing decision: A review of the behavioral literature and implications for national policy decisions. Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Hantula, D. & Landman, D. (2006). Group Cohesion, Choice Shift, and Temporal Processes in Escalation of Commitment. Annual SIOP Conference Dallas, Texas.

Hantula, D. (2006). Foraging Theory and its Implications for Decision Making in Organizations. Annual SIOP Conference Dallas, Texas.

Hantula, D. A. & Smith, C. (2006). Shopping is Foraging: Data and Theory. Annual Meeting of the Human Behavior & Evolutionary Society, Philadelphia, PA.

Kock, N., Hantula, D., & DeRosa, D. (2006). Testing a Darwinian Model of Electronic Communication Behavior. Annual Meeting of the Human Behavior & Evolutionary Society, Philadelphia, PA.

Edwards, N. & Hantula, D. A. (2005). Sexual harassment: Knowing when to draw the line. Annual Meeting of the Southeastern Psychological Association, Nashville, TN. [2005 SEPA Student Research Award].

Hantula, D. A., Kock, N. F., DeRosa, D. & D'Arcy, J. (2005). Explaining Adaptation and Performance in Virtual Teams: Media Compensation Theory. Annual Meeting of Association for Behavior Analysis-International, Chicago, IL.

Hantula, D. A. & Smith, C. L. (2004). Foraging Theory and Its Implications for Behavioral Economics. Society for the Advancement of Behavioral Economics (SABE) /International Association for Research in Economic Psychology (IAREP), Drexel University, Philadelphia, PA.

Hantula, D. A. (2004). 63 Dog Years: Combining Teaching and Research in Online Teaching Temple University Teaching and Learning Center Faculty Teaching and Learning Conference.

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Smith, C. L., Hantula, D. A., McDonald, C., & Findlay, R. (2004). Discounting Compensation: Evaluating the Differential Effects of Delay on the Value of Vacation Time and Salary. Annual Meeting of Association for Behavior Analysis-International, Boston, MA.

Hantula, D. A., & Harper, A. R. (2003). Extending the Behavioral Ecology of Consumption: Variable Delays in an Online Shopping Simulation. Annual Meeting of Association for Behavior Analysis-International, San Francisco, CA.

Hantula, D. A. (2003). How Much of a Difference Did It Really Make? Summarizing the Impact of Interventions. Annual Meeting of Association for Behavior Analysis-International, San Francisco, CA

Hayes, B., Hantula, D. & Marx, B. (2003). Crossing the line from humor to harassment in a computer simulation. Annual Meeting of the Society for Industrial/Organizational Psychology, Orlando, FL.

Pawlowicz, D., Hantula, D., Kock, N., & D'Arcy, J. (2003). Adaptation to collaborative media: Media naturalness. Annual Meeting of the Society for Industrial/Organizational Psychology, Orlando, FL.

Pawlowicz, D., Hantula, D., Kock, N., & D'Arcy, J. (2003). Media naturalness and the design of effective online education. Annual Meeting of the Eastern Psychological Association, Baltimore, MD.

Hantula, D. A., & Davis, E. S. (2003). Combining the Two Q's: An Action Research Evaluation of Individualized Internet Instruction. Temple University Qualitative Research Symposium, Philadelphia, PA.

Hantula, D. A., DeNicolis-Bragger, J. L., Bragger, D., Kirnan, J., & Kutcher, E. (2002). When Success Breeds Failure: History, Hysteresis, and Delayed Exit Decisions. Annual Meeting of the Society for Industrial/Organizational Psychology, Toronto, ON.

Hantula, D. A., DiClemente, D., & Steinman, J. (2001). Online optimal foraging: Extending delay-reduction effects in a simulated mall. Annual Meeting of the American Psychological Association, San Francisco, CA.

Hantula, D. A., Harold, C. & Schoenfelder, T. (2001). On the nonsubstitutability of starting salary and attractive job duties. Annual Meeting of the American Psychological Association, San Francisco, CA.

Brecher-Kellerman, E. & Hantula, D. A. (2001). Good Feelings, Bad Decisions: Mood Induction and Escalation of Commitment. Annual Meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.

Higgins, S. A., & Hantula, D. A. (2001). Who stays and who goes: Individual/organizational performance and employee turnover. Annual Meeting of the Western Psychological Association, Maui, Hawaii.

Davis, E. & Hantula, D. A. (2000). I can't wait! Effects of download delay in Internet training. Annual Meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Hantula, D. A., Winklespecht, C, & Stern, S. (2000). The effects of disability, assistive technology and outcome success on work evaluation.. Annual Meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Hantula, D. A. (2000). The future's uncertain and the end is always near. Annual Meeting of Association for Behavior Analysis-International, Washington, D. C.

Nicol, N., & Hantula, D. A. (2000). Faster Food: The Effects of Publicly Posted Feedback on the Performance of Delivery Drivers. Annual Meeting of Association for Behavior Analysis-International, Washington, D. C.

DiClemente, D., & Hantula, D. A. (2000). Getting dressed again for success. Annual Meeting of Association for Behavior Analysis-International, Washington, D. C.

Erwin, B. A., Heimberg, R. G., Turk, C. L., Hantula, D. A., & Fresco, D. (2000). The Internet: The avoidance superhighway for adults with social anxiety? Annual Meeting of the Association for Behavior Therapy, New Orleans, LA.

DiClemente, D. L., & Hantula, D. A. (1999).Cybershopping: It's about time. Annual Meeting of the American Psychological Association, Boston, MA.

Schoenfelder, T., & Hantula, D. A. (1999). Do You Have a Future with the Company?: Temporal Discounting in Employee Recruitment. Annual Meeting of Association for Behavior Analysis-International, Chicago, IL.

Hilbert, S. M. & Hantula, D. A. (1999). When We Speak of Business Ethics. Annual Meeting of Association for Behavior Analysis-International, Chicago, IL.

Cautilli, J., Rosewasser, & Hantula, D. A. (1999). B. F. Skinner and Postmodernism: Parallels and Benefits for a Science of Behavior Annual Meeting of Association for Behavior Analysis-International, Chicago, IL.

Rosewasser, B., Cautilli, J., & Hantula, D. A. (1999). The Chomsky-Skinner Debate: The First Modernist-Postmodernist Clash in Language Studies. Annual Meeting of Association for Behavior Analysis-International, Chicago, IL.

Davis, E., Monolescu, D., Schifter, C., & Hantula, D. A. (1999). The Online Technology Tutorial for Networked Students. Annual Meeting of Association for Behavior Analysis-International, Chicago, IL.

Milligan, J., & Hantula, D. A. (1999). Prompting to Increase Sales in a Small Pet Store. Annual Meeting of Association for Behavior Analysis-International, Chicago, IL.

Hantula, D. A., Brecher, E. G., Schoenfelder, T. F., & Davis, E. A. (1999). Utility models for behavioral safety. Work, Stress & Health '99: Organization of Work in a Global Economy, Baltimore, MD. (sponsored by APA/NIOSH).

Hantula, D. A., & DeNicolis-Bragger, J. L. (1999). Decision dilemmas: A behavioral economic perspective on escalating commitment. Annual Meeting of the Society for Industrial/Organizational Psychology, Atlanta, GA.

DiClemente, D. L., & Hantula, D. A. (1999). John Broadus Watson, I/O Psychologist. Annual Meeting of the Society for Industrial/Organizational Psychology, Atlanta, GA.

Lind, R., Kutcher, E., Bragger, J. & Hantula, D. (1999). Factors affecting escalation and persistence of commitment: A real world analysis. Annual Meeting of the Eastern Academy of Management.

Hantula, D. A. Krispin, J. & Clifton, R. W. (1998). The 12 pillars of safety climate. Annual Meeting of the Society for Industrial/Organizational Psychology, Dallas, TX.

Hantula, D. A. (1998). Experiential learning in the 21st century: The virtual I/O psychology class. Annual Meeting of the Society for Industrial/Organizational Psychology, Dallas, TX.

Stern, S., Brandt, S. L., & Hantula, D. A. (1998). The effects of disability and assistive technology on performance evaluation. Annual Meeting of the Society for Industrial/Organizational Psychology, Dallas, TX.

Cautilli, J. & Hantula, D. A. (1998). Escalation of commitment: Point or process? The Effects of Personality, Instruction, and Reinforcement Schedule. Annual Meeting of the Association for Behavior Analysis-International, Orlando, FL.

Davis, E., Schoenfelder, T. Krispin, J., & Hantula, D. A. (1998). 20 Years of Behavioral Safety: Doing Good and Doing Well. Annual Meeting of the Association for Behavior Analysis-International, Orlando, FL.

Haggas, A., Davis, E., & Hantula, D. A. (1998). The I/O Psychology Online Study Guide. Annual Meeting of the Association for Behavior Analysis-International, Orlando, FL.

Schoenfelder, T., & Hantula, D. A. (1998). The Effects of Variability in Reinforcement Schedules on Investment Choice Behavior. Annual Meeting of the Association for Behavior Analysis-International, Orlando, FL.

Brecher, E., & Hantula, D. A. (1998). Failing to Make a Profit and Feeling Bad. Annual Meeting of the Association for Behavior Analysis-International, Orlando, FL.

DiClemente, D., & Hantula, D. A. (1998). Examination of the Delay Reduction Hypothesis on Cybershopping. Annual Meeting of the Association for Behavior Analysis-International, Orlando, FL.

Hutcheson, A. M., & Hantula, D. A. (1998). Delay Sensitivity Moderated by Desire in On-Line Shopping Behaviors. Annual Meeting of the Association for Behavior Analysis-International, Orlando, FL.

Hilbert, S., & Hantula, D. A. (1998). Big Brother or Big Hype? A Behavioral Analysis of Electronic Performance Monitoring. Annual Meeting of the Association for Behavior Analysis-International, Orlando, FL.

Wilson, D. M. & Hantula, D. A. (1998). A Windows-based program to conduct preference assessment. Annual Meeting of the Association for Behavior Analysis-International, Orlando, FL.

Hantula, D. A. (1997). The virtual Industrial/Organizational psychology class: Teaching and learning in cyberspace in three iterations. Annual Meeting of the Society for Computers in Psychology, Philadelphia, PA.

DiFonzo, N., Hantula, D. A., & Bordia, P. (1997). Microworlds for human experimental research: Realism, control, and accuracy. Annual Meeting of the Society for Computers in Psychology, Philadelphia, PA.

DeNicolis, J. L. & Hantula, D. A. (1997). Replication of escalation shows little support for self-justification: The replicative history of the Adams & Smith case. Annual Meeting of the Eastern Academy of Management, New Brunswick, NJ.

Bryant, K. & Hantula, D. A. (1997). Determining discount functions. Annual Meeting of the Eastern Psychological Association, Washington, D.C.

Hantula, D. A., Khorturyansky, N., & Rajala, A. K. (1997). When simulations become real: Studying the behavioral ecology of consumption in a simulated online mall. Annual Meeting of the Society of Industrial/Organizational Psychology, St. Louis, MO.

Hantula, D. A. (1997). Of finance and foraging: The economic continuum. Annual Meeting of the Association for Behavior Analysis-International, Chicago, IL.

DeNicolis, J. L., & Hantula, D. A. (1997). The effects of feedback equivocality on exit decisions. Annual Meeting of the Association for Behavior Analysis-International, Chicago, IL.

DiClemente, D. & Hantula, D. A. (1997). A review of behavior analytic interventions in consumer behavior. Annual Meeting of the Association for Behavior Analysis-International, Chicago, IL.

Schoenfelder, T. & Hantula, D. A. (1997). Delay discounting under gain and loss frames in repeated gambles. Annual Meeting of the Association for Behavior Analysis-International, Chicago, IL.

Krispin, J., & Hantula, D. A. (1996). A meta-analysis of behavioral safety interventions in organizations. Annual Meeting of the Eastern Academy of Management, Crystal City, VA.

Krispin, J., & Hantula, D. A. (1996). The relationship between organizational culture and behavioral safety. Annual Meeting of the Association for Behavior Analysis-International, San Francisco, CA.

Rajala, A. K., DeNicolis, J. L., & Hantula, D. A. (1996). Component analysis of the national safety council's defensive driving course in a medium sized police department. Annual Meeting of the Association for Behavior Analysis-International, San Francisco, CA.

Rajala, A. K., & Hantula, D. A. (1996). Consumer choice in behavioral perspective: An examination of human choice behavior using Internet simulations to test adherence to the matching law and the delay reduction hypothesis. Annual Meeting of the Association for Behavior Analysis-International, San Francisco, CA.

Brecher, E. G., & Hantula, D. A. (1996). Behavior is the bottom line: Cost accounting principles for behavioral safety. Annual Meeting of the Association for Behavior Analysis-International, San Francisco, CA.

Seyfert, D. J., Rupnik, A. G., Frendenhall, T. W., & Hantula, D. A. (1996). Is time money? Temporal discounting in an Internet shopping simulation. Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Cautilli, J. & Hantula, D. A. (1996). The effects of return history, strategic instructions, and personality rigidity on act and pattern of escalation of commitment. Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Cazorla, J.-F., Pulley, T. M., Cahill, M. M., Campbell, L. M., Becan, M. A., & Hantula, D. A. (1996). Choice in a repeated gambles experiment: Effects of framing and delay. Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Hantula, D. A. (1996). The virtual classroom project In: Cyberpsych: Using the Internet to Enhance the Teaching of Psychology. Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Hantula, D. A. (1996). The behavioral keys to injury reduction. Annual Meeting of the Risk and Insurance Management Society, Toronto, Ontario.

Hantula, D. A. (1996). How loss control really works. Annual Meeting of the Risk and Insurance Management Society, Toronto, Ontario.

Reilly, N. A. & Hantula, D. A. (1995). Disabled or enabled by Adult Attention Deficit Hyperactivity Disorder? Work, Stress & Health '95: Creating healthier workplaces, Washington, D. C. (sponsored by APA/NIOSH).

DeNicolis, J. L., & Hantula, D. A. (1995). The effect of feedback equivocality on escalation of commitment. Annual Meeting of the American Psychological Society, New York.

DiFonzo, N. & Hantula, D. A. (1995). Why some people escalate investments in failing courses of action: Bayesian updating. Annual Meeting of the American Psychological Society, New York.

DeNicolis, J. L., Hantula, D. A., & Goltz, S. M. (1995). What is escalation and persistence of commitment? A critical examination of the construct. Annual Meeting of the Eastern Academy of Management, Itahca, NY.

Rajala, A. K., DeNicolis, J. L., Brecher, E. G., & Hantula, D. A. (1995). Investing in occupational safety: A utility analysis perspective. Annual Meeting of the Eastern Academy of Management, Itahca, NY.

DeNicolis, J. L., Rajala, A. K., & Hantula, D. A. (1995). Slips and falls in stores and malls: An ecobehavioral analysis. 20th Annual Meeting of the International Association for Behavior Analysis, Washington, D.C.

Hantula, D. A. (1995). The virtual classroom. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA.

Hantula, D. A. (1995). An initial look inside the virtual classroom. Lilly Teaching Conference, Atlanta, GA.

Hantula, D. A. & Rajala, A. (1994). Behavior analytic marketing: A strategy for the 90's. 19th Annual Meeting of the International Association for Behavior Analysis, Atlanta, GA.

Hantula, D. A. (1994). What's 2+2? Scoring and interpreting group and individual tests. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA.

Hantula, D. A. (1993). In search of synergy: Group vs. individual decision making. Annual Meeting of the Eastern Academy of Management, Providence, RI.

Hantula, D. A. (1993). Assets, Not Liabilities: Human Resource Management from a Behavioral Perspective. 18th Annual Meeting of the International Association for Behavior Analysis, Chicago, IL.

Hantula, D. A. (1992). Does Title I of the Americans with Disabilities Act establish a right to effective supervision? An Organizational Behavior perspective. Annual Meeting of the Eastern Academy of Management, Baltimore, MD.

Hantula, D. A. (1992). Toward a theoretical basis for understanding compliance with the Americans with Disabilities Act: Implications for performance management. 17th Annual Meeting of the International Association for Behavior Analysis, San Francisco, CA.

Stillman, F. A., Hantula, D. A., & Swank, R. (1992). Smoke free hospitals: How supportive are physicians and nurses? 8th World Conference on Tobacco & Health, Brasilia, Brazil.

Hantula, D. A. (1992). Louie, Louie, Whoa! Whatta we know: An enacted sense making exercise in perception. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA.

Ahmed, I. & Hantula, D. A. (1991). Shop floor control: A comparison of research and practice in the U.S. and in Japan. 27th Annual Meeting of the Southeastern Institute of Management Sciences (SETIMS), Myrtle Beach, SC.

Hantula, D. A., Riley, A. W., Rudd, J., Wagner, B. D., & Frederiksen, L. W. (1991). A quantitative analysis of the relationship between methodological rigor and outcome success in organizational development (OD) and organizational behavior management (OBM) research. 16th Annual Meeting of the International Association for Behavior Analysis, Atlanta, GA.

Hantula, D. A. (1991). Outcome oriented education: The classroom and beyond. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA.

Stillman, F. A., Hantula, D. A., & Becker, D. M. (1991). Going smoke free: An organizational model of health promotion. 12th Annual Meeting of the Society for Behavioral Medicine, Washington, D. C.

Droney, J. & Hantula, D. A. (1991). Training complex layout skills with video modeling and programmed text: A comparative analysis. 63rd Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Hantula, D. A. (1990). The role of an alternative course of action in sustaining and reversing escalation and persistence. 50th Annual Meeting of the Academy of Management, San Francisco, CA.

Stillman, F. A., Hantula, D. A., & Becker, D. M. (1990). An organizational learning approach to implementing a smoke-free policy. Work & Well -Being: An Agenda for the 90's, Washington, D. C. (sponsored by APA/NIOSH).

Hantula, D. A., Crowell, C. R., & Schumacher, W. S. (1990). Persistence and escalation in a failing course of action: Interactions between experience and information. 15th Annual Meeting of the International Association for Behavior Analysis, Nashville, TN.

Waranch, H. R., Stillman, F. A., Gorayeb, R., Wohlgemuth, B., & Hantula, D. A. (1990). The influence of a smoking ban on the smoking behavior of hospital employees. World Conference on Lung Health, Boston, MA.

Hantula, D. A., Goltz, S. M. & Crowell, C. R. (1989). Investment choices in a computer simulated environment: Persistence, escalation, and contrast effects. 14th Annual Meeting of the International Association for Behavior Analysis, Milwaukee, WI.

Hantula, D. A., Stillman, F. A., & Waranch, H. R. (1989). A comparison of strategies to facilitate survey return in low-SES employees. 14th Annual Meeting of the Association for Behavior Analysis, Milwaukee, WI.

Waranch, H. R., Stillman, F. A., Hantula, D. A., Becker, D. M., & Gorayeb, R. (1989). The successful implementation of a smoke-free policy in a 950-bed hospital. 14th Annual Meeting of the Society for Behavioral Medicine, San Francisco, CA.

Hantula, D. A., Boyd, J. H., & Crowell, C. R. (1989). 10 years of behavioral instruction with computers: Trials, tribulations and lessons learned. Academic Microcomputer Conference, Indianapolis, IN.

Hantula, D. A., Stillman, F. A., & Waranch, H. R. (1988). Evaluation of a mass-media campaign to reduce smoking in a large hospital: The Great American Smoke-Out. 13th Annual Meeting of the Association for Behavior Analysis, Philadelphia, PA.

Tolzman, K. L., Hantula, D. A., Snyder, C. W., & Anderson, D. C. (1988). Age-related changes in startle in the rat as a function of the pre-pulse startle interval. 60th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Crowell, C. R., Hantula, D. A., Johnson, J. M., & Miller, A. E. (1987). Authoring tools for interactive learning: Some features and considerations. Midwestern Academic Microcomputer Conference, Indianapolis, IN.

Hantula, D. A. (1987). Level II OBM performance systems: Toward institutionalization of gains in line workers. 12th Annual Meeting of the Association for Behavior Analysis, Nashville, TN.

Anderson, D. C., Hantula, D. A., Crowell, C. R., & Tolzman, K. L. (1987). Feedback, interpolated shock, and bivalent alteration of inescapable shock-treatment effects. 28th Annual Meeting of the Psychonomic Society, Seattle, WA.

Hantula, D. A., Crowell, C. R., Anderson, D. C., & Setzer, M. G. (1987). Elimination of a free operant avoidance response: Variations in response-shock contingencies. 59th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Hantula, D. A., Crowell, C. R., Anderson, D. C., & Setzer, M. G. (1987). Maintenance of rat's responding under schedules of response-dependent shock, but not under schedules of response-independent shock. 13th Annual Meeting of the Association for Behavior Analysis, Nashville, TN.

Hantula, D. A., Junkins, J., & Bely, V. (1986). Automatic reinforcement in physical therapy: Teaching head control with switch operated devices. 19th Annual Gatlinburg Conference on Research and Theory in MR/DD. Gatlinburg, TN.

Hantula, D. A. (1986). Feedback in perspective: Toward a coherent functional theory. 12th Annual Meeting of the Association for Behavior Analysis, Milwaukee, WI.

Anderson, D. C., Crowell, C. R., Hantula, D. A., & Siroky, L. M. (1986). Increasing cleaning behaviors in a college bar. 12th Annual Meeting of the Association for Behavior Analysis, Milwaukee, WI.

Crowell, C. R., Johnson, J. M., Hantula, D. A., & Miller, A. E. (1986). The psychology of interactive education. Midwestern Regional Academic Microcomputer Conference, Indianapolis, IN.

Anderson, D. C., Siroky, L. M., Hantula, D. A., & Setzer, M. G. (1986). Positive and negative schedule interaction effects and complete alley traversals (CATS). 27th Annual Meeting of the Psychonomic Society, New Orleans, LA.

Invited Addresses

"Energy budgets and temporal discounting in a foraging game" Invited address, TxABA, Dallas, TX, March 2007.

"A behavioral analysis of shopping: From Watson to the world wide web" Invited address, TxABA, Dallas, TX, March 2007.

"Consumer Behavior from Watson to the World Wide Web" Invited address, CalABA, San Francisco, CA, February 2007.

"Toward an evolutionary science of consumption." Colloquium, Consumer Sciences, Ohio State University, Columbus, OH, February, 2006.

"Organizational decision making is an adaptive process: Theory & application." Colloquium, Department of Psychology/Center for the Study of Collaborative Organizations, University of North Texas, Denton, TX, June, 2005.

"From Psychometrics to Social Justice in Employee Selection." Keynote Address, Mid Atlantic Personnel Assessment Consortium (MAPAC) meeting, Philadelphia, PA, May 2005.

"Technology, theory, and behavior." Colloquium, Department of Psychology, Western Michigan University, Kalamazoo, MI, March, 2005.

"Organizational psychology and addictions." Treatment Research Institute / University of Pennsylvania School of Medicine, Philadelphia, PA, February, 2005.

"Hard Questions, Fuzzy Boundaries and the Practical Value of the Laboratory." Presented at the Florida Association for Behavior Analysis/Organizational Behavior Management Network Meeting, Sarasota, FL, January, 2005.

"Evolutionary behavioral economics: Foraging theory in the modern world." BEC 2004 Behavioral Economics Conference, Philadelphia, PA, October, 2004.

"A naturalistic theory of decision making." Colloquium, Department of Psychology, University of North Carolina, Charlotte, NC, February, 2003.

"Knowing when to fold them." Florida Association for Behavior Analysis/Organizational Behavior Management Network Meeting, St. Petersburg, FL, January, 2003.

"Inside looking out." Florida Association for Behavior Analysis/Organizational Behavior Management Network Meeting, Clearwater, FL, January, 2001.

“The virtual I/O psychology course.” Annual Meeting of the American Psychological Association, Boston, MA, August, 1999. [virtual - streaming video/chat - presentation].

“Behavioral safety and safety culture: From contingencies to metacontingencies.” American Society for Safety Engineers, Best Practices in Safety Management Symposium, Las Vegas, NV, February, 1999.

“Cyberpsych IV: The 21st Century Term Paper.” Annual Meeting of the Eastern Psychological Association, Providence, RI, April, 1999.

“Cyberpsych III: Using the Internet to enhance the teaching of psychology: Building information literacy in cyberpsychology.” Annual Meeting of the Eastern Psychological Association, Boston, MA, February, 1998.

“Outside the box: The analysis of consumer behavior.” Nevada Conference Series, Conference on Organizational Change, University of Nevada, Reno, NV, June, 1998.

“Foraging in the Electronic Jungle: An Experimental Analysis of Choice on the Internet.” Colloquium, Department of Psychology, University of New Hampshire, Durham, NH, October, 1998.

“Escalating commitment to a failing decision: Carelessness or cluelessness?” Colloquium, Department of Psychology, Rowan University, Glassboro, NJ, November, 1998.

“Safety isn’t simple: The cultural basis of effective safety management.” Presented at the Behavioral Safety Now Conference [sponsored by the Cambridge Center for Behavioral Studies], Houston, TX, October, 1997.

"Of mice and men (and women): Studying consumer choice in an online mall." Florida Association for Behavior Analysis/Organizational Behavior Management Network Meeting, Daytona Beach, FL, January, 1997.

"Cyberpsych: Teaching I/O psychology on the Internet." Annual Meeting of the Eastern Psychological Association, Washington, D. C., April, 1997.

"How loss control really works." Presented at the Annual Meeting of the Risk and Insurance Management Society, Toronto, Ontario, April, 1996.

"Safety culture: Assessment and application." Behavioral Safety Now Conference [sponsored by the Cambridge Center for Behavioral Studies], Houston, TX, October, 1996.

"Escalation of commitment: It's not what you think." In: Advances in Organizational Behavior Analysis Symposium presented at the Annual Meeting of the Eastern Psychological Association, Philadelphia, PA, March, 1996. [Symposium invited].

"The Journal of Behavior Analysis & Therapy (jBAT): A comprehensive Internet-based publication." Annual Meeting of the Eastern Psychological Association, Philadelphia, PA, March, 1996.

"The behavioral keys to injury reduction." Annual Meeting of the Risk and Insurance Management Society, Toronto, Ontario, April, 1996.

"The value of loss control." Engineering & Safety Services Executive Conference, American Insurance Services Group, Carlsbad, CA, April, 1995.

"Good money after bad? A learning view of escalation." Delaware Valley Association for Behavior Analysis, Temple University, Philadelphia, PA, March, 1991.

"Persistence and Escalation of Commitment as a Function of Previous Experience." The Children's Hospital of Philadelphia/University of Pennsylvania School of Medicine, Philadelphia PA, April, 1989.

Workshops & Tutorials

"Managing the technology classroom: Preparing ourselves and our students." Annual Meeting of the Academy of Management, Boston, MA. August, 1997.

"Internet applications for classroom use." Faculty development workshop presented at the Annual Meeting of the Eastern Academy of Management, Crystal City, VA, May, 1996.

Grants

"Individual & organizational factors in counselor effectiveness" (co-investigator), NIDA RO-1, Amount \$1.9 million (2006-2010). Priority score 146. Awaiting funding.

"The patient feedback system" (co-investigator), NIDA RO-1, Amount \$1.5 million (2006-2009) Priority score 126.

"Translational Research in behavioral economics." (PI: P. Hine, S. Axelrod, D Hantula, R. Spiga, & B. Marx), Pennsylvania Tobacco Settlement Fund, Amount \$250,000 (2004-2006).

"What works in Behavioral Economics: Practical & Policy Issues" (PI: D. Hantula) Cambridge Center for Behavioral Studies; Office of the Vice-Provost for Research and Office of the Dean, Temple University, WirelessFirst NYC, Amount \$15,200 (2004).

"Virtual Communication and Human Evolution: Theory application and empirical analysis." (PI N. Kock & D. Hantula) Return of Overhead Incentive Grant Program, Amount: \$28,000 (2002).

"Foraging on the Internet." (PI: D. Hantula) Research Incentive Fund, Amount \$13,900. (2001).

"Industrial/Organizational Psychology." (PI: D. Hantula) Distance Learning Committee, Amount: \$828. (1998)

"The Virtual Classroom: The Second Iteration." (PI: D. Hantula) Teaching, Learning & Technology Roundtable, Amount \$10,000. (1997)

"The value of loss control." (PI: D. Hantula) Fireman's Fund, Amount \$56,513 (excluding travel and computer costs). (1996)

"Making the Virtual Classroom a Reality." (PI: D. Hantula) Lilly Endowment, Amount: \$8500. (1995)

"Organizational Behavior and Transition to a State of the Art Manufacturing Facility." (PI: D. Hantula) Philadelphia Newspapers, Inc., Amount: \$5000. (1993)

"Reflex Modification: Toward an Ideal Preparation for the Study of Aging." (PI: D. Hantula & D. C Anderson) Gerontological Education, Research, and Service, Amount: \$1000. (1985)

Honors

Nominated for Distinguished Teaching Award, Temple University, 1998.

Quality Reviewer Award, Eastern Academy of Management, 1997.

Best Paper nomination, Eastern Academy of Management meeting, 1995.

Lilly Teaching Fellow, 1994-1995.

Outstanding Research Poster Award, Organizational Behavior Management Section, Association for Behavior Analysis-International, 1989.

Summer In-Residence Research Award, University of Notre Dame, 1986.

Emory College Scholarship, 1980-1983.

Teaching Activities

Graduate Courses (Ph.D.)

Consumer Psychology

Motivation & Morale in Industry

Organizational Psychology

Seminar: Behavioral Economics

Seminar: Human Performance Technology
Seminar: Judgment, Choice & Decision Making
Seminar: Organizational Behavior Analysis
Seminar: Training & Performance Improvement
Seminar: Organizational Behavior & Welfare Reform
Social Psychology (Core Course)

Graduate Courses (MBA)

Behavioral Approaches to Safety Management
Human Resource Management
Management Theory
Organizational Behavior

Undergraduate Courses (B.B.A. / B.A. / B.S.)

Capstone Seminar: Consumer Behavior & Foraging Theory
Computer Applications
Human Resource Management
Human Performance Improvement
Industrial/Organizational Psychology (Classroom-based)
Industrial/Organizational Psychology (Internet-based)
Introductory Psychology
Laboratory in Experimental Methods
Training and Development
Organizational Analysis and Change
Organizational Behavior
Scientific Thinking & Design in Psychology
Seminar: Organizational Behavior Management
Seminar: Judgment, Choice & Decision Making
Seminar: Computer Applications in Psychology
Seminar: Psychology & Technology
Seminar: Human Performance Improvement
Seminar: Human Performance Technology
Social Psychology

Executive MBA Courses

Employment Law & Recruitment
Quality Management in Service Industries
Recruitment & Selection
Total Quality Management
Training & Development

Instructional System & Program Design

The Notre Dame Learning Skills Course for Scholarship Athletes (1988).

The Virtual I/O Psychology Class. (1995).

Undergraduate Interdisciplinary Major: Organizational Studies (1993) [8th largest major, College of Liberal Arts, Temple University, 2005].

Dissertations Supervised

J. Dallaire (2005). Who is to blame? An assessment of attributions made to computers following success and failure outcomes.

D. Landman (2004). Escalation in Teams: An Integration of the Group Decision-Making and Escalation of Commitment Literature.

C. L. Smith (2003). Predictable changes in k as a function of temporal constraints in intertemporal choice: A synthesis of behavioral economic and foraging theories. [Winner 2003 Marianthi Georgoudi Award for Excellence in Theoretical Development, Department of Psychology, Temple University].

D. M. Pawlowicz (2003). Media naturalness and adaptation in virtual teams: A matter of time.

D. M. DiClemente (2002). Dressing for success: Clothing choices in evolutionary psychology perspective.

S. M. Hilbert (2001). Aligning time allocation and strategic direction after technological innovation.

E. S. Davis (2001). Design and evaluation of a personalized web-based instructional system: An action research approach.

T. F. Schoenfelder (2001). Survival of the fittest or most rational? An experimental analysis of capital investing as risk-sensitive foraging. [Winner 2001 Marianthi Georgoudi Award for Excellence in Theoretical Development, Department of Psychology, Temple University].

E. G. Brecher-Kellerman (2001). Good feelings, bad decisions: Mood induction and escalation of commitment.

J. L. DeNicolis-Bragger (1997). The effect of delay on decisions to enter or exit in an uncertain environment. [Winner 1997 Marianthi Georgoudi Award for Excellence in Theoretical Development, Department of Psychology, Temple University].

J. Krispin (1997). The construction and concurrent validation of a measure of organizational safety climate: Exploring the link between attitudes and perceptions around safety and safe performance.

A. K. Rajala (1996). Foraging in the electronic jungle: Extending the matching law and the delay reduction hypothesis to consumer behavior on the Internet.

[Winner, Bernard Watson award for outstanding dissertation in education and social sciences of 1996, Temple University]

[Winner 1996 Marianthi Georgoudi Award for Excellence in Theoretical Development, Department of Psychology, Temple University].

Master's Theses Supervised

- G. Nedelcu (2005). Transfer of affect by banner ads in online shopping. (M.A.)
G. Cunningham (2004). Evaluation of a training package for entry-level staff. (M.S.).
H. Dziewolska (2004). A functional analysis of deception: Application to malingering (M.S.).
J. Dallaire (2003). Internet navigation differences between novice and expert users. (M.A.).
P. Concors (2002). A relaxation procedure for reducing heart rate and disruption. (M.S.).
B. Hayes (2002). From humor to harassment in a computerized simulation. (M.A.).
D. Landman (2002). An experimental examination of the effects of sunk costs and equivocality on escalation and persistence of commitment in a new product marketing simulation. (M.A.).
K. Lenard (2001). Effects of font characteristics and screen format on comprehension in computer-based learning. (M.Ed.).
M. M. Miller (2001). A Premack procedure for increasing eye contact. (M.Ed.).
E. S. Davis (2000). Waiting for enlightenment: Download delay and performance in online instruction. (M.A.).
N. Nicol (1999). Faster food: An application of human performance technology in food distribution. (M.Ed.).
E. G. Brecher (1998). Escalation and emotional expression. (M.A.).
D. L. DiClemente (1998). Online shopping: It's about time. (M.A.).
A. Haggas (1998). Student preference for overt vs. covert responding in web-based instruction. (M.Ed.).
T. Schoenfelder (1998). Maximization, melioration, and outcome distribution. (M.A.).
J. Milligan (1997). Prompting to increase sales in a small pet store. (M.Ed.).
J. L. DeNicolis (1995). The effect of feedback equivocality on escalation of commitment. (M.A.).
M. L. McConville (1995). A comparison of prompting procedures. (M.Ed.).

Thesis & Dissertation Committees

Temple University

S. Ashenbrand, Clinical Psychology (2007); P. Xi, Tourism & Hospitality Management (2006).
M. Ennis, Experimental Psychology (2007). S. Horvath, M.S., Behavior Analysis (2005). C. Perrin, M.S., Behavior Analysis (2005). R. Steinman, Ph.D., Social & Organizational Psychology (2004). B. Hayes, Ph.D., Social & Organizational Psychology (2004). H. Arnold, Ph.D., Social & Organizational Psychology (2004). C. Cardinal Ph.D., Experimental Psychology (2004). T. Waltz Ph.D., Experimental Psychology (2004). J. Malikowski, M.S., Behavior Analysis (2003). N. Burns, M.S., Behavior Analysis (2003). D. DeLuca, Ph.D., Management

Information Systems (2002). R. Carney, M.Ed., Behavior Analysis (2002). M. Andrewjeski, Ph.D., Experimental Psychology (2001). A. Travagline, Ph.D., Social & Organizational Psychology (2001). J. Bruzek, M.Ed., Behavior Analysis (2001). P. McCrain, Ph.D., Criminal Justice. (2000). E. Forquer, M.Ed., Behavior Analysis (2000). T. Adkins, M.Ed., Behavior Analysis (1999). M. Andrewjeski, M.Ed., Behavior Analysis (1999). J. Jameson, Ph.D., Communications (1999). J. Rocco, M.Ed., Behavior Analysis (1999). L. Sullivan, M.Ed., Behavior Analysis (1999). K. Conway, Ph.D., Experimental Psychology (1998). E. Harrington, Ph.D., Social & Organizational Psychology (1998). N. Reilly-Harrington, Ph.D., Clinical Psychology (1998). M. Tincani, M.Ed., Behavior Analysis (1998). M. L. Waggoner, Ph.D., Experimental Psychology (1998). R. Aditya, Ph.D., Social & Organizational Psychology (1997). D. Field, Ph.D., Experimental Psychology (1997). C. Wells, Ph.D., Social & Organizational Psychology (1997). P. Bordia, Ph.D. Social & Organizational Psychology (1996). S. Daly, Ph.D., International Business/Marketing (1996). M. Goedano, Ph.D., Accounting (1996). W. May, M.Ed., Behavior Analysis (1996). P. Neuman, Ph.D., Experimental Psychology (1996). S. Bruce, M.Ed., Behavior Analysis (1995). S. Shook, M.Ed., Behavior Analysis (1995). D. Smith, M.Ed., Behavior Analysis (1995). S. Stern, Ph.D., Social & Organizational Psychology (1995). N. DiFonzo, Ph.D., Social & Organizational Psychology (1994). R. Shifman, Ph.D., Social & Organizational Psychology (1994). J. Morren, M.Ed., Behavior Analysis (1993).

Other

B. Foate, Ph.D. Industrial/Organizational Psychology – Auburn University (2000).
R. Catagnus, Ph.D. Education, Arcadia University (2006).

Editorial Positions

Journals

Executive Editor, *The Journal of Social Psychology*, 2000-present.
Associate Editor, *Behavior & Social Issues*, 2000-2002.

Guest Editor, special issue on Methodological issues in ecommerce research, *Psychology & Marketing*, 2008.

Guest Associate, special issue on Editor Darwinian Perspectives on Electronic Communication *IEEE Transactions on Professional Communication (IEEE TPC)*. 2006.

Guest Editor, special issue on evolutionary perspectives on consumption, *Psychology & Marketing*, 2004.

Guest Editor, special issue on experiments in ecommerce, *Psychology & Marketing*, 2005.
Guest associate editor, *Journal of Applied Behavior Analysis*, 1995.

Editorial Board, *Psychology & Marketing*, 2005-

Editorial Board, *International Journal of E-Collaboration*, 2004-

Editorial Board, *Distance Learning Link*, 2004-

Editorial Board, *The Behavior Analyst*, 2003-2006.
Editorial Board, *Organizational Analysis*, 1998-2005.
Editorial Board, *Journal of Organizational Behavior Management*, 1992-
Editorial Board, *Journal of Applied Behavior Analysis*, 1994-1996, 1997-2000, 2003-2006.
Reviewer, *The Journal of Social Psychology*, 1998-2000.
Editorial Board, *Management Development Forum*, 1999-2001.

Books

Editorial Advisory Board, *Advances in E-Collaboration (AECOB) Book Series*, IGI Publishers, 2006-

Guest Reviewer

Journals & Books

Animal Learning and Behavior, Behavior Research, Methods, Instruments, & Computers, Decision Support Systems, Encyclopedia of Information Science and Technology, European Journal of Behavior Analysis, Group & Organization Management, IEEE Transactions on Professional Communication, International Journal of Organizational Analysis, Information Systems Research, Journal of Applied Behavior Analysis, Journal of Applied Social Psychology, Journal of Criminal Justice, Journal of Economic Psychology, Journal of Experimental Psychology: General, Journal of Management Education, Journal of Psychology, Organizational Behavior & Human Decision Processes, Psychological Reports, Research on Social Work in Practice, Management Development Forum, Personality & Social Psychology Bulletin, Psychology & Marketing, Social Behavior And Personality: An International Journal, Southern Economic Journal, The Behavior Analyst.

Publishers

I/O Psychology, Wadsworth Co., Stress & Health, Houghton-Mifflin Co., I/O Psychology, Brooks/Cole Publishing Co., Research Methods, Harper-Collins Publishers, Organizational Behavior, John Wiley, Inc., Computer Applications, West Publishing Co. Human Resource Management, John Wiley, Inc., Scientific Writing, Thompson/Wadsworth.

Funding Agencies

Federal Agencies

NSF – Decision, Risk & Management Sciences, Advisory Panel 2005-2006
NSF – Ad Hoc Reviewer, Social, Behavioral & Economic Sciences, 2001, 2003

Organizations

APA - Dissertation Awards, 1996, 2000, 2002

OBM Network, International Association for Behavior Analysis 1999, 2000, 2002

Professional Activities

Advisory Boards, Committees & Reviews

Awards Committee, OBM Network, International Association for Behavior Analysis (2005-)

Board of Trustees, Cambridge Center for Behavioral Studies (2004-07).

Advisory Board, Cambridge Center for Behavioral Studies (2003).

Electronic Publications Committee, Academy of Management. (1997).

Electronic Publications Committee, Academy of Management. (1996).

Founding Member, *Journal of Behavior Analysis and Therapy*. (1994)

Advisory Council, Black Family Development, Inc. (1994)

Policy & Legislation Advisory Board, Project EASE, EDUCOM. (1992).

Advisory Board, AHEDD. (1991)

Conference Organization

Co-Coordinator, “What works in behavioral economics: Practical & Policy Issues” Conference sponsored by Cambridge Center for Behavioral Studies, Fall 2004, Philadelphia, PA.

Organizing committee and IT coordinator. Temple University Qualitative Research Symposium. (2003).

Cyberspace Coordinator & Program Committee member, Eastern Academy of Management 1996 & 1997 meetings.

Program committee, Performance Management track, International Association for Behavior Analysis 1992 meeting.

Conference Paper Review

Society for Industrial/Organizational Psychology Annual Meeting. (1998-2006). Eastern Academy of Management meeting. (1992-1997). Organizational Behavior Teaching Conference 1996. Organizational Behavior Division, Midwestern Decision Sciences Institute 1996.

Conference Participation (Chair, Discussant, etc.)

Panelist: Professional Development Series: How to Obtain Grant Funding. Annual Meeting of Association for Behavior Analysis-International, San Diego, CA (2007).

Chair and Symposium Organizer, Evolutionary perspectives in I/O Psychology, Annual Meeting of the Society for Industrial/Organizational Psychology, Dallas, TX. (2006). [Featured symposium].

Panelist: Professional Development Series. Annual Meeting of Association for Behavior Analysis-International, Chicago, IL. (2005).

Participant: Managing tomorrow's organization: Emerging issues in training and development. Annual Meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA. (2000)

Panel discussant "Preparing Behavioral Safety Scientists and Professionals at the University Level." Annual Meeting of Association for Behavior Analysis-International, Chicago, IL. (1999)

Panel discussant "Effective teaching." Annual Meeting of Association for Behavior Analysis-International, Chicago, IL. (1999)

Discussant "Beyond the Realm of Percent Safe: Methods, Measures, and Analyses that Help Clients Justify Safety Expenditures and Make Future Safety Decisions." Annual Meeting of Association for Behavior Analysis-International, Chicago, IL. (1999)

Symposium organizer "Stop making sense: Confronting Complexity in Decision Making" Annual Meeting of the Society for Industrial/Organizational Psychology, Atlanta, GA. (1999)

Symposium organizer The Safety Spectrum: Research and Application. Annual Meeting of the Society for Industrial/Organizational Psychology, Dallas, TX. (1998)

Discussant, symposium on computer-mediated communications, Annual Meeting of the Society for Industrial/Organizational Psychology, Dallas, TX. (1998)

Panel discussant Behavioral Safety and the Bottom Line: The Cost of Intervention, Performance Gains and Financial Risk. Annual Meeting of Association for Behavior Analysis-International, Orlando, FL. (1998)

Panel discussant What do I do with this Stuff? Data Management in a Research Setting . Annual Meeting of Association for Behavior Analysis-International, Orlando, FL. (1998)

Panel discussant Being there: Current issues in distance education. Annual Meeting of Association for Behavior Analysis-International, Orlando, FL. (1998)

Panel discussant Advances in behavioral safety. Annual Meeting of the Association for Behavior Analysis-International, Chicago, IL. (1997)

Organized invited symposium Advances in Organizational Behavior Analysis: Research in Decision-Making, Performance/Satisfaction, and Leadership. Annual Meeting of the Eastern Psychological Association.

Panel discussant "*The Journal of Behavior Analysis & Therapy (jBAT)*: Discussion of the world's first Internet/world wide web peer reviewed journal of basic and applied behavior analysis." Annual Meeting of the Association for Behavior Analysis-International, San Francisco, CA. (1996)

Panel discussant "Organizational performance: Behavior analysis and management." Annual Meeting of the Association for Behavior Analysis-International, San Francisco, CA.

Organized symposium on Behavioral Perspectives in Schools of Business for International Association of Behavior Analysis Meeting. (1993)

Discussant, Organizational Learning paper session, International Association of Business Disciplines, 1992 meeting.

Organized symposium on the Americans with Disabilities Act for Eastern Academy of Management Meeting.

Chair, Organizational Learning Paper Session, Eastern Academy of Management 1991 Meeting.

Professional Memberships:

Academy of Management
American Psychological Society
Association for Behavior Analysis-International
Society for the Advancement of Behavioral Economics
Society for Industrial/Organizational Psychology