

**MICHAEL D. MUMFORD**

**EDUCATION:** PhD, University of Georgia, Industrial Psychology and Measurement, 1983

MS, University of Georgia, Industrial Psychology and Measurement, 1981

BA, Bucknell University, Psychology with Honors, 1979

**PRESENT POSITION:** Senior Research Scientist, Associate Director  
Personnel Assessment Group  
American Institutes for Research  
Washington, DC

**PROFESSIONAL EXPERIENCE:**

American Institutes for Research. Dr. Mumford joined AIR in 1994. Since that time he has been conducting a series of studies on the assessment and development of high-level talent. As Associate Director of the Personnel Assessment Group he is responsible for business development, proposal preparation, and the staff involved in a series of skill assessment studies.

Dr. Mumford is currently directing three projects concerned with the assessment and development of leadership potential for the United States Army. He is also directing a series of projects concerned with the assessment of training program content in relation to job skill requirements sponsored by the Department of Labor and the National Security Agency.

- Dr. Mumford is currently serving as Director of a multi-year effort intended to provide an "on line," computer administered system for the assessment of leadership potential. This work is being sponsored by the United States Army.
- Dr. Mumford is also serving as Director of a set of projects concerned with the assessment of training program validity in relation to job skill requirements. This work is being sponsored by the Department of Labor and the National Security Council.
- Dr. Mumford is currently working on the Department of Labor project concerned with the design of a new occupational classification and information

system intended to replace the *Dictionary of Occupational Titles*. In this effort he is taking responsibility for design and prototyping of the taxonomic system.

George Mason University. Before joining AIR, Dr. Mumford was an Associate Professor of Industrial Psychology and Associate Director of the Center for Behavioral and Cognitive Studies at George Mason from 1989 to 1994. At George Mason Dr. Mumford directed research sponsored by the Office of Naval Research concerned with the development of background data measure to assessing adaptability and integrity. He also directed a series of projects concerned with the assessment of leadership potential.

Georgia Institute of Technology. From 1985 to 1989 Dr. Mumford served as an Assistant Professor of industrial psychology at the Georgia Institute of Technology. During this period he initiated a program of research concerned with the assessment of critical and creative thinking skills. Additionally, Dr. Mumford directed a number of projects concerned with the development and application of background data measures.

Advanced Research Resources Organization. From 1983 to 1985 Dr. Mumford was employed as a research scientist at the Advanced Research Resources Organization (ARRO). In his time at ARRO Dr. Mumford took primary responsibility for the design of a system to be used in modeling Air Force technical training. He also served as a design specialist on an Army project concerned with specification of key leader performance requirements.

University of Georgia. From 1979 to 1983 Dr. Mumford served as a Research Assistant to Dr. William A. Owens. During his time at the University of Georgia, Dr. Mumford conducted studies on the identification and assessment of patterns of differential development.

#### HONORS AND AWARDS:

Guest Editor:	<i>Leadership Quarterly</i>
Editorial Boards:	<i>Creativity Research Journal</i> <i>Journal of Creative Behavior</i> <i>Leadership Quarterly</i>
Biographies:	<i>Who's Who in the World</i> <i>Who's Who in Science and Engineering</i> <i>Who's Who in the South and Southeast</i> <i>Who's Who in Education</i> <i>Who's Who in the World</i> <i>Men of Achievement</i>
Invited Addresses:	Educational Testing Service State Department Board of Examiners

American Psychological Society  
Personnel Testing Council, Southern California  
Personnel Testing Council, Metropolitan Washington  
AT&T, Personnel Division

**Colloquium:**

Bucknell University  
University of Pennsylvania  
Bowling Green State University  
Georgia Institute of Technology

**Committees:**

Federal Networking Council, Chair, Evaluation  
Committee  
Department of Defense, Steering Committee, National  
Skills Infrastructure  
Department of Defense, Expert Review Panel, Officer  
Selection  
Department of Education, Technical Review Board,  
National Educational Goals  
Department of Labor, Expert Review Panel, Background  
Data  
International Committee of Chiefs of Police, Committee  
on Workplace Violence

**Fellowships:**

American Psychological Association, Division Five  
Corresponding Fellow Center for Leadership Studies

**HONORS:**

Sigma Xi  
Phi Kappa Phi  
New York Academy of Sciences  
Zimmer Research Scholar  
Department Honors

**AFFILIATIONS:**

American Psychological Association, Divisions 5, 14, 20  
Society for Industrial and Organizational Psychology  
American Psychological Society  
Classification Society  
MESO

## **PUBLICATIONS:**

### **Books:**

- Mumford, M. D., Stokes, G. S., & Owens, W. A. (1990). *Patterns of life adaptation: The ecology of human individuality*. Hillsdale, NJ: Lawrence Erlbaum & Associates.
- Stokes, G. S., Mumford, M. D., & Owens, W. A. (1994). *Biodata handbook: Theory, research, and use of biographical information for selection and performance prediction*. Palo Alto, CA: Consulting Psychologists Press.
- Mumford, M. D., Zaccaro, S. J., Harding, F. D., & Fleishman, E. A. (in press). *The thinking leader: Developing creative leaders for a complex world*. Hillsdale, NJ: Lawrence Erlbaum & Associates.
- Mumford, M. D., Baughman, W. A., & Supinsky, E. P. (under contract). *Assessing complex thinking skills*. London, England: Rutledge.
- Mumford, M. D., Gessner, T. E., Timm, H. C., & O'Connor, J. A. (under contract). *Destructiveness in organizations*. Hillsdale, NJ: Erlbaum.

### **Articles:**

- Candland, D. K., Blumer, E. S., & Mumford, M. D. (1980). Urine as a communicator in a new world primate (*Saimiri sciureus*). *Animal Learning and Behavior*, 8, 468-480.
- Mumford, M. D., & Owens, W. A. (1982). Life history and vocational interests. *Journal of Vocational Behavior*, 20, 330-348.
- Mumford, M. D. (1983). Social comparison theory and the validity of peer evaluations. *Personnel Psychology*, 36, 867-882.
- Mumford, M. D., & Owens, W. A. (1984). Individuality in a developmental context: Some empirical and theoretical considerations. *Human Development*, 27, 84-108.
- Mumford, M. D. (1984). Age and outstanding occupational achievement: Lehman revisited. *Journal of Vocational Behavior*, 25, 225-244.
- Mumford, M. D. (1985). The development of vocational interests: Life history antecedents of interest in three business careers. *International Journal of Management*, 2, 16-34.
- Mumford, M. D. (1986). Leadership in the organizational context: A conceptual approach and its applications. *Journal of Applied Social Psychology*, 16, 508-531.

- Mumford, M. D., & Owens, W. A. (1987). Methodology review: Principles, procedures, and findings in the application of background data measures. *Applied Psychological Measurement, 11*, 1-31.
- Fleishman, E. A., & Mumford, M. D. (1987). The ability requirements scales. In S. Gael (Ed.), *The job analysis handbook for business, government, and industry*. New York, NY: Wiley Press.
- Mumford, M. D., Weeks, J. L., Harding, F. H., & Fleishman, E. A. (1987). Measuring occupational difficulty: A construct validation against training criteria. *Journal of Applied Psychology, 72*, 578-587.
- Mumford, M. D., Wesley, S. S., & Shaffer, G. S. (1987). Individuality in a developmental context, II. The crystallization of developmental trajectories. *Human Development, 30*, 291-321.
- Mendoza, J. L., & Mumford, M. D. (1987). Corrections for attenuation and range restriction. *Journal of Educational Statistics, 12*, 282-293.
- Mumford, M. D., & Gustafson, S. B. (1988). Creativity syndrome: Integration, application, and innovation. *Psychological Bulletin, 103*, 27-43.<sup>1</sup>
- Mumford, M. D., Weeks, J. L., Harding, F. D., & Fleishman, E. A. (1988). Individual and situational determinants of technical training performance. *Journal of Applied Psychology, 73*, 673-678.
- James, L. R., Demaree, R., Muliak, S. A., & Mumford, M. D. (1988). Validity generalization: A rejoinder to Schmidt, Hunter, and Raju. *Journal of Applied Psychology, 73*, 443-452.
- Mumford, M. D., Weeks, J. L., Harding, F. D., & Fleishman, E. A. (1988). Modeling and costs and benefits of alternative training interventions. *Proceedings of the Military Testing Association, 30*, 749-754.
- Fleishman, E. A., & Mumford, M. D. (1989). Individual attributes and training performance: Applications of ability taxonomies in instructional systems design. In I. L. Goldstein (Ed.), *Frontiers of industrial and organizational psychology. Volume III: Training and career development*. San Francisco, CA: Jossey-Bass.
- Fleishman, E. A., & Mumford, M. D. (1989). Abilities as causes of individual differences in skill acquisition. *Human Performance, 2*, 225-239.

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<sup>1</sup> Reprinted in R. S. Albert (Ed.), *Genius and eminence: The social psychology of creativity*.

- Mumford, M. D., & Mobley, M. I. (1989). Creativity, biology, and culture: Comments on evolution of the creative mind. *Creativity Research Journal*, 2, 87-101.
- Mumford, M. D., Olsen, K. A., & James, L. R. (1989). Age-related changes in the likelihood of major contributions. *International Journal of Aging and Human Development*, 29, 9-32.
- Stokes, G. S., Mumford, M. D., & Owens, W. A. (1989). Life history prototypes in the study of human individuality. *Journal of Personality*, 57, 509-545.
- Mumford, M. D., & Nickels, B. J. (1990). Making sense of people's lives: Applying principles of content and construct validity to background data. *Forensic Reports*, 3, 143-168.
- Mumford, M. D. (1991). The crystallization of developmental trajectories: A reply to Muliak. *Human Development*, 34, 174-179.
- Fleishman, E. A., & Mumford, M. D. (1991). Evaluating classifications of job behavior: A construct validation of the ability requirements scales. *Personnel Psychology*, 43, 523-576.
- Mumford, M. D., Mobley, M. I., Uhlman, C. E., Reiter-Palmon, R., & Doares, L. (1991). Process analytic models of creative capacities. *Creativity Research Journal*, 4, 91-122.
- Fleishman, E. A., Zaccaro, S. J., & Mumford, M. D. (1991). Individual differences and leadership: An overview. *Leadership Quarterly*, 2, 237-243.
- Mumford, M. D., & Connelly, M. S. (1991). Leaders as creators: Leader performance and problem solving in ill-defined domains. *Leadership Quarterly*, 2, 289-315.
- Fleishman, E. A., Mumford, M. D., Zaccaro, S. J., Levin, K. Y., Hein, M., & Korotkin, A.L. (1991). Taxonomic efforts in the description of leadership behavior: A synthesis and cognitive interpretation. *Leadership Quarterly*, 2, 245-287.
- Zaccaro, S. J., Gilbert, J., Thor, K. K., & Mumford, M. D. (1991) Leadership and social intelligence: Linking social perceptiveness and behavioral flexibility to leader effectiveness. *Leadership Quarterly*, 2, 317-331.
- Mumford, M. D., Uhlman, C. E., & Kilcullen, R. (1992). The structure of life history: Implications for the construct validity of background data. *Human Performance*, 5, 109-137.

- Mobley, M. I., Doares, L., & Mumford, M. D. (1992). Process analytic models of creative capacities: Evidence for the combination and reorganization process. *Creativity Research Journal*, 5, 125-156.
- Mumford, M. D., & Threlfall, K. V. (1992). Quantifying genius: A review of Dean Keith Simonton's *Psychology, science, and history: An introduction to historiometry*. *Contemporary Psychology*, 37, 216-218.
- Hartman, E. A., Mumford, M. D., & Mueller, S. W. (1992). On the robustness of job classification systems: An examination of alternative indicators. *Human Performance*, 5, 191-211.
- Fleishman, E. A., Zaccaro, S. J., & Mumford, M. D. (1992). Individual differences and leadership. II: An overview. *Leadership Quarterly*, 3, 1-4.
- Fleishman, E. A., Zaccaro, S. J., & Mumford, M. D. (1992). Individual differences and leadership. III: An overview. *Leadership Quarterly*, 3, 76-79.
- Mumford, M. D., & Stokes, G. S. (1992). Developmental determinants of individual action: Theory and practice in applying background data measures. In M. D. Dunnette & L. Hough (Eds.), *Handbook of industrial and organizational psychology* (2nd ed.) (pp. 61-138). Palo Alto, CA: Consulting Psychologists Press.
- Redmond, M. R., Mumford, M. D., & Teach, R. J. (1993). Putting creativity to work: Leader influences on subordinate creativity. *Organizational Behavior and Human Decision Processes*, 55, 120-151.
- Mumford, M. D. (1993). Differential development in adulthood. In R. Kastenbaum (Ed.), *The encyclopedia of adult development* (pp. 229-236). Phoenix, AZ: Oryx Press.
- Mumford, M. D., Snell, A. F., & Hein, M. B. (1993). Varieties of religious experience: Continuity and change in religious involvement. *Journal of Personality*, 61, 69-88.
- Mumford, M. D., O'Connor, J. A., Clifton, T. C., Connelly, M. S., & Zaccaro, S. J. (1993). Background data constructs as predictors of leadership behavior. *Human Performance*, 6, 151-195.
- Mumford, M. D., Baughman, W. A., Threlfall, K. V., Costanza, D. P., & Uhlman, C. E. (1993). Personality, adaptability, and performance: Performance on well-defined and ill-defined problem solving tasks. *Human Performance*, 6, 241-285.
- Mumford, M. D., Baughman, W. A., Uhlman, C. E., Costanza, D. P., & Threlfall, K. V. (1993). Personality variables and skill acquisition: Performance at different stages of practice on a complex task. *Human Performance*, 6, 345-381.

- Mumford, M. D., Gessner, T. E., Connelly, M. S., O'Connor, J. A., & Clifton, T. C. (1993). Leadership and destructive acts: Individual and situational influences. *Leadership Quarterly*, 4, 115-148.
- Mumford, M. D., Baughman, W. A., Costanza, D. P., Uhlman, C. E., & Connelly, M. S. (1993). Developing creative capacities: Implications of cognitive processing models. *Roeper Review: A Journal on Gifted Education*, 16, 16-21.
- Mumford, M. D., Costanza, D. P., Threlfall, K. V., Baughman, W. A., & Reiter-Palmon, R. (1993). Personality variables and problem construction activities: An exploratory investigation. *Creativity Research Journal*, 6, 365-389.
- Mumford, M. D., & Supinski, E. P. (1993). A new combination? A review of Finke, Ward, and Smith's *Creative cognition: Theory, research, and application*. *Creativity Research Journal*, 6, 475-477.
- Mumford, M. D., & Connelly, M. S. (1993). Cases of invention: A review of Weber and Perkins' *Inventive minds: Creativity in technology*. *Contemporary Psychology*, 38, 1210-1212.
- Gessner, T. E., O'Connor, J. A., Clifton, T. C., Connelly, M. S., & Mumford, M. D. (1993). The development of moral beliefs: A retrospective study. *Current Psychology*, 12, 236-259.
- Mumford, M. D., Costanza, D. P., Baughman, W. A., Threlfall, K. V., & Fleishman, E. A. (1994). The influence of abilities on performance during practice: Effects of massed and distributed practice. *Journal of Educational Psychology*, 86, 134-144.
- Mumford, M. D., Reiter-Palmon, R., & Redmond, M. R. (1994). Problem construction and cognition: Applying problem representations in ill-defined domains. In M. Runco (Ed.), *Problem finding, problem solving, and creativity* (pp. 3-39). Norwood, NJ: Ablex.
- Mumford, M. D., Snell, A. M., & Reiter-Palmon, R. (1994). Personality and background data: Life history and self concepts in an ecological system. In G. S. Stokes, M. D. Mumford, & W. A. Owens (Eds.), *Biodata handbook: Theory, research, and use of biographical information for selection and performance prediction* (pp. 555-582). Palo Alto, CA: Consulting Psychologists Press.
- Mumford, M. D., Reiter-Palmon, R., & Snell, A. M. (1994). Background data and development: Structural issues in the application of life history measures. In G. S. Stokes, M. D. Mumford, & W. A. Owens (Eds.), *Biodata handbook: Theory, research, and use of biographical information for selection and performance prediction* (pp. 583-625). Palo Alto, CA: Consulting Psychologists Press.

- Mumford, M. D., & Threlfall, K. V. (1994). Goals, search, and adaptation: A review of Mithaug's *Self-regulation theory: How optimal adjustment maximizes gain*. *Contemporary Psychology*, 39, 618-619.
- Mumford, M. D., Connelly, M. S., Baughman, W. A., & Marks, M. A. (1994). Creativity and problem solving: Cognition, adaptability, and wisdom. *Roeper Review: A Journal on Gifted Education*, 16, 241-246.
- Kilcullen, R., White, L., Mumford, M. D., & Mack, H. (1995). Assessing the construct validity of rational background data scales. *Journal of Military Psychology*, 7, 17-28.
- Baughman, W. A., & Mumford, M. D. (1995). Process analytic models of creative capacities: Operations involved in the combination and reorganization process. *Creativity Research Journal*, 8, 37-62.
- Mumford, M.D. (in press). Situational influences on creative achievement: Attributions or Interactions? *Creativity Research Journal*.
- Mumford, M.D., Baughman, W.A., & Sager, C.E., (in press). Picking the right materials: Cognitive processing skills and their role in creative thought. In A.A. Runco (Ed.) *Critical and Creative Thinking*. Hillsdale, NJ: Erlbach.
- O'Connor, J., Mumford, M. D., Clifton, T. C., Gessner, T. E., & Connelly, M. S., (in press). Charismatic leaders and destructiveness: A historiometric study. *Leadership Quarterly*.
- Gustafson, S. B., & Mumford, M. D. (1995). Personal style and person-environment fit: A pattern approach. *Journal of Vocational Behavior*, 46, 163-188.
- Mumford, M. D., Baughman, W. A., Threlfall, K. V., Supinski, E. P., & Costanza, D. P. (in press). Process-based measures of creative problem-solving skills: Problem construction. *Creativity Research Journal*.
- Mumford, M. D., Baughman, W. A., Supinski, E. P., & Maher, M. A. (in press). Process-based measures of creative problem-solving skills: Information encoding. *Creativity Research Journal*.
- Mumford, M. D., Supinski, E. P., Threlfall, K. V., & Baughman, W. A. (in press). Process-based measures of creative problem-solving skills: Category selection. *Creativity Research Journal*.
- Mumford, M. D., Baughman, W. A., Maher, M. A., Costanza, D. P., & Supinski, E. P. (in press). Process-based measures of creative problem-solving skills: Category combination. *Creativity Research Journal*.

Mumford, M. D., Supinski, E. P., Baughman, W. A., Costanza, D. P., & Threlfall, K. V. (in review). Process-based measures of creative problem-solving skills: Overall prediction. *Creativity Research Journal*.

Mumford, M.D., & Whetzel, D. (in press). Insight, creativity, and cognition: A review of Sternberg & Davidson's The nature of insight. *Creativity Research Journal*.

Mumford, M.D., & Gustafson, S.B. (in press). *Creative thought: Cognition and problem solving*. In M. Runco (Ed.) Creativity research handbook. Cresskill, NJ: Hampton.

Gessner, T. E., O'Connor, J. A., Mumford, M. D., Clifton, T. C., Smith, J. A. (in press). Situational variables influencing the propensity for destructive acts: Taxonomy development and validation. *Current Psychology*.

Mumford, M. D., Costanza, D. P., Connelly, M. S., & Johnson, J. F. (in press). Item generation procedures and background data scales: Implications for construct and criterion-related validity. *Personnel Psychology*.

Mumford, M.D., Whetzel D., & Reiter-Palmon (in press). Thinking creatively at work: Organizational influences on creative problem solving. *Journal of Creative Behavior*.

Mumford, M.D., & Simonton, D. (in press). Creativity in organizations. *Journal of Creative Behavior*.

Mumford, M.D., Baughman, W.A., SLupinski, E.P., & Anderson, L.J. (in press). A construct approach to skill assessment: Procedures for assessing complex cognitive skills. In M.N. Hanel (Ed.) *New alternatives in selection*. Hillsdale, NJ: Erlbaum.

Zaccaro, S.J., Manx, M.A., Costanaza, D.P., & Mumford, M.D. (in press). Mental models: Leaders models of organizations and their influence on performance. In T. Peters (Ed.) *New approaches to group performance*. New York: Guilford.

#### Articles in Review:

Wesley, S. S., & Mumford, M. D. (in review). Background data subgroups and career outcomes: Some developmental influences on person-job matching.

Hein, M. B., Mumford, M. D., & Fleishman, E. A. (in review). Models of skill acquisition: A confirmatory analysis.

Mumford, M. D. (in review). Science, practice, and validity: Alternative procedures for the assessment of complex cognitive skills.

- Holt, R. W., Clifton, T. C., O'Connor, J. A., Smith, T. L., Gessner, T. E., & Mumford, M. D. (in review). Influences of destructive personality information on juror decision making.
- Mumford, M. D., & Fleishman, E. A. (in review). Cognitive principles and training program design.
- Mumford, M. D., Gessner, T. E., O'Connor, J. A., Clifton, T. C., & Smith, L. (in review). Individual and situational variables and their influence on moral choice.
- Clifton, T. C., & Mumford, M. D. (in review). Background data and autobiographical memory: Effects of item types and task characteristics.
- Mumford, M. D., Baughman, W. A., Supinski, E. P., Costanza, D. P., & Threlfall, K. V. (in review). Developing creative problem-solving skills: Strategy interventions and their implications for performance.
- Mumford, M. D., Connelly, M. S., Zaccaro, S. J., Johnson, J. F., & Marks, M. A. (in review). Leader types and their development: Problem solving, performance, and retention.
- Mumford, M. A., Marks, M. A., Connelly, M. S., Zaccaro, S. J., & Johnson, J. F. (in review). Domain-based scoring of divergent thinking tests: Validation evidence in an occupational sample.
- Mumford, M. D., Gilbert, J. A., Zaccaro, S. J., Threlfall, K. V., & Connelly, M. S. (in review). Leadership and problem solving: Cognitive skills and their relationship to leader performance.
- Mumford, M. D., Threlfall, K. V., Zaccaro, S. J., Diana, M. K., & Marks, M. A. (in review). Leadership and problem solving: Cognitive skills and variables influencing their development.

**Articles in Preparation:**

- Kilcullen, R. A., White, C. A., Jacobs, T. O., & Mumford, M. D. (in preparation). Background data measures for predicting performance in special forces.
- Mumford, M. D. (in preparation). Creativity in organizations.
- Kilcullen, R. A., & Mumford, M. D. (in preparation). Background data as a predictor of performance for Department of Defense managers.
- O'Connor, J. A., Mumford, M. D., Connelly, M. S., Clifton, T. C., & Gessner, T. E. (in preparation). Police corruption: Differential characteristics influencing the propensity for destructive acts.

- Hein, M. B., & Mumford, M. D. (in preparation). Managerial training: Influences of cognitive structure on decision outcomes.
- Reiter-Palmon, R., Threlfall, K. V., Clifton, T. C., & Mumford, M. D. (in preparation). Family influences on adjustment.
- Reiter-Palmon, R., & Mumford, M. D. (in preparation). Constructing a life: The effects of life stories on life history.
- Baughman, W. A., Threlfall, K. V., Supinski, E. P., Maher, M. A., & Mumford, M. D. (in preparation). Epistemic knowledge and the acquisition of complex skills.
- Zaccaro, S. J., Gilbert, J. A., Marks, M. A., Connelly, M. S., & Mumford, M. D. (in preparation). Social skills influencing leader performance.
- Reiter-Palmon, R., Runco, M. A., & Mumford, M. D. (in preparation). Personality, motivation, and problem construction.
- Connelly, M. S., Marks, M. A., & Mumford, M. D. (in preparation). The manifestation and development of wisdom in college students.
- Marks, M. A., Zaccaro, S. J., Connelly, M. S., Diana, M. K., & Mumford, M. D. (in preparation). Sex differences in leadership skills.

#### Technical Reports:

- Mumford, M. D., Dyer, P., & Costa, N. D. (1981, October). *Validity and utility in testing for new technical hires*. IBM Technical Report.
- Mumford, M. D., Dyer, P., & Costa, N. D. (1981, November). *On the development of a test for the selection of technical trainees*. IBM Technical Report.
- Mumford, M. D., & Stokes, G. S. (1982, May). *On the validity of life history data*. ERIC Reports.
- Mumford, M. D., & Mendoza, J. L. (1983, August). *Range restriction and attenuation corrections*. Test, Measurement, and Evaluation Clearinghouse.
- Mumford, M. D. (1983, August). *Leadership in the organizational context*. Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Mumford, M. D., Harding, F. H., & Fleishman, E. A. (1984, April). *Assessment of the impact of aptitude requirement adjustments on the Air Force technical training*. San Antonio, TX: AFHRL Technical Reports.

- Levin, K. Y., Marshall-Mies, J. C., Korotkin, A. L., Eisner, E. J., Schemmer, F. M., Wallis, M. R., Mumford, M. D., & Cooper, M. C. (1984, April). *Leadership job dimensions and competency requirements for commissioned and noncommissioned officers. Task II development of leadership job performance dimensions*. Bethesda, MD: Advanced Research Resources Organization.
- Mumford, M. D., Korotkin, A. L., Levin, K. Y., & Wallis, M. R. (1985, June). *The identification of leadership job requirements and competency dimensions: An overview of past and future efforts*. Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Mumford, M. D., Korotkin, A. L., Levin, K. Y., & Wallis, M. R. (1985, June). *Characteristics relevant to performance as an Army leader: Knowledges, skills, abilities, personal characteristics, and generic skills*. Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Korotkin, A. L., Mumford, M. D., Levin, K. Y., Wallis, M. R., & Marshall-Mies, J. (1985, June). *Dimensions of Army leadership performance*. Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Wallis, M. R., Mumford, M. D., Korotkin, A. L., & Levin, K. Y. (1985, June). *Development of a single list of leadership/management norms or branch specific tasks for commissioned and noncommissioned officers*. Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Mumford, M. D., Harding, F. H., & Weeks, J. L. (1985, August). *A path model of influences on Air Force training performance*. ERIC Reports.
- Mumford, M. D., Weeks, J. L., Harding, F. H., & Fleishman, E. A. (1985, September). *An empirical model for use in assessing the impact of aptitude requirement adjustments on Air Force resident technical training*. San Antonio, TX: AFHRL Technical Reports.
- Harding, F. H., Weeks, J. L., & Mumford, M. D. (1987, July). *Technical training impact model: Users guide*. San Antonio, TX: AFHRL Technical Reports.
- Nickels, B. J., Redmond, M. R., & Mumford, M. D. (1989, June). *Development of selection methods for Duracell manufacturing jobs: Molding set-up and sub-assembly operator*. Greensboro, NC: Duracell.
- Nickels, B. J., Redmond, M. R., & Mumford, M. D. (1989, June). *Development of selection methods for Duracell manufacturing jobs: Utility operator positions*. Greensboro, NC: Duracell.

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- Nickels, B. J., Clifton, T. C., & Mumford, M. D. (1990, April). *Development of selection methods for Duracell manufacturing jobs: Maintenance mechanic*. Greensboro, NC: Duracell.
- Reiter-Palmon, R., Uhlman, C. E., Clifton, T., Connelly, M. S., DeFilippo, B., & Mumford, M. D. (1990, May). *Describing sales position requirements: GE Lighting Division, SME meeting report* (Tech. Rep. CBCS 90-3 for General Electric Lighting Division). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Uhlman, C. E., Reiter-Palmon, R., Clifton, T., Connelly, M. S., & Mumford, M. D. (1990, May). *Criterion data report: GE Lighting Division* (Tech. Rep. CBCS 90-4 for General Electric Lighting Division). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Connelly, M. S., Clifton, T., Reiter-Palmon, R., Uhlman, C. E., & Mumford, M. D. (1990, May). *Describing sales position requirements: Southern Electric SME meeting report* (Tech. Rep. CBCS 90-5 for General Electric Lighting Division). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
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- Reiter-Palmon, R., Connelly, M. S., Clifton, T. C., Uhlman, C. E., & Mumford, M. D. (1990, September). *Training evaluations and recommendations for sales representatives* (Tech. Rep. CBCS 90-7 for General Electric Lighting Division). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Reiter-Palmon, R., Clifton, T. C., Connelly, M. S., Uhlman, C. E., & Mumford, M. D. (1991, January). *Describing sales position requirements: The job analysis* (Tech. Rep. CBCS 91-1 for General Electric Corporation). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Mumford, M. D., Zaccaro, S. J., Harding, F. D., Fleishman, E. A., & Reiter-Palmon, R. (1991, February). *Cognitive and temperament predictors of executive ability: Principles for developing leadership capacity* (Tech. Rep. MRI 91-1 for U.S. Army Research Institute for the Behavioral and Social Sciences). Bethesda, MD: Management Research Institute.

- Clifton, T. C., Reiter-Palmon, R., Connelly, M. S., & Mumford, M. D. (1991, April). *Summary of the task analysis process (TAP)* (Tech. Rep. CBCS 91-4 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Mumford, M. D. (1991, June). *Attributes conditioning the capacity for effective development: Background data measures for predicting performance in variable situations* (Tech. Rep. for U.S. Office for Naval Research). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
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- Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., Gilbert, J., & Mumford, M. D. (1991, September). *Interview booklet* (Tech. Rep. CBCS 91-8 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Clifton, T. C., Connelly, M. S., Reiter-Palmon, R., Gilbert, J., & Mumford, M. D. (1991, September). *Development of selection methods for General Electric's Lighting Division sales representatives* (Tech. Rep. CBCS 91-9 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Brown, M. C., & Mumford, M. D. (1991, December). Improving sales performance. In J. J. Coster (Ed.), *Distribution Management Guide* (Tech. Rep. for National Association of Electrical Distributors, Memphis, TN). Waxahachie, TX: Cognitive Training Associates.
- Mumford, M. D., Gessner, T. E., O'Connor, J. A., Connelly, M. S., & Clifton, T. C. (1992, January). *Background data measures for predicting security risks: A construct approach* (Tech. Rep. CBCS 92-1 for the U.S. Office of Naval Research, Personnel Security Research Group, Monterey, CA). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

- Reiter-Palmon, R., Connelly, M. S., Clifton, T. C., & Mumford, M. D. (1992, February). *Performance appraisal recommendations for the position of lighting sales representative* (Tech. Rep. 92-2 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Mumford, M. D., Fleishman, E. A., Baughman, W. A., Threlfall, K. V., Uhlman, C. E., & Costanza, D. P. (1992, March). *Attributes conditioning the capacity for effective development: Background data measures for predicting performance in variable situations* (Tech. Rep. CBCS 92-3 for the U.S. Office of Naval Research, Arlington, VA). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Gilbert, J., Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., & Mumford, M. D. (1992, April). *Describing requirements for the position of regional manager for ED&C Division: Summary of subject matter expert meetings* (Tech. Rep. CBCS 92-4 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Connelly, M. S., Clifton, T. C., Gilbert, J., Reiter-Palmon, R., & Mumford, M. D. (1992, April). *Summary of organizational issues for the position of regional management - General Electric electrical distributor and contractor division* (Tech. Rep. CBCS 92-5 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Connelly, M. S., Clifton, T. C., Gilbert, J., & Mumford, M. D. (1992, May). *Describing regional manager position requirements: The job analysis for C&I and CP Divisions* (Tech. Rep. CBCS 92-6 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Clifton, T. C., Connelly, M. S., Gilbert, J., Reiter-Palmon, R., & Mumford, M. D. (1992, September). *Describing regional manager position requirements: The job analysis for electrical distribution and control* (Tech. Rep. CBCS 92-7 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.
- Uhlman, C. E., & Mumford, M. D. (1992, September). *Application of background data to the selection of State Department foreign service officers* (Tech. Rep. for U.S. State Department Board of Examiners). Fairfax, VA: Authors.
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- Mumford, M. D., O'Connor, J. A., Clifton, T. C., Gessner, T. E., Fleming, J., & Connelly, M. S. (1993, January). *Background data measures for predicting security risks: Extensions of measures and validation evidence* (Tech. Rep. 93-1 for U.S. Office of Naval Research,

Personnel Security Research Group, Monterey, CA). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Mumford, M. D., Threlfall, K. V., & Baughman, W. A. (1993, January). *Selection, training, and cognition: Some comments on the AT&T reskilling program* (Tech. Rep. for American Telephone and Telegraph, Morristown, NJ). Fairfax, VA: Authors.

Mumford, M. D. (1993, June). *A review of Perkins, Jay, and Tishman's A framework for measuring critical thinking and problem solving skills at the college level* (Tech. Rep. for U.S. Department of Education, National Educational Goals Panel, Washington, DC). Fairfax, VA: Author.

Mumford, M. D. (1993, June). *A review of Halpern's A national assessment of critical thinking skills in adults: Taking steps toward the goal* (Tech. Rep. for U.S. Department of Education, National Educational Goals Panel, Washington, DC). Fairfax, VA: Author.

Mumford, M. D., & Costanza, D. P. (1993). *Prediction of State Department assessment center performance using biodata job dimension scales* (Tech. Rep. for U.S. Department of State). Fairfax, VA: Author.

Mumford, M. D., Threlfall, K. V., & Costanza, D. P. (1993, October). *Supplemental essays for the Foreign Affairs Fellowship Program* (Tech. Rep. for the U.S. Department of State). Fairfax, VA: Authors.

Mumford, M. D., Baughman, W. A., Supinski, E. P., Costanza, D. P., & Threlfall, K. V. (1993). *Cognitive and metacognitive skill development: Alternative measures for predicting leadership potential* (Tech. Rep. MRI 93-2 for U.S. Army Research Institute for Behavioral and Social Sciences). Bethesda, MD: Management Research Institute, Inc.

Mumford, M. D., Gessner, T. E., O'Connor, J. A., Johnson, J. F., Holt, R. T., & Smith, J. B. (1994, January). *Background data measures for predicting security risks: Assessment of differential moderators* (Tech. Rep. CBCS 94-1 for the U.S. Office of Naval Research, Personnel Security Research Group, Monterey, CA). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Mumford, M. D., Zaccaro, S. J., Harding, F. D., & Fleishman, E. A. (1994). *The thinking leader: Developing creative leaders for a complex world* (Tech. Rep. MRI 94-1 for U.S. Army Research Institute for Behavioral and Social Sciences). Bethesda, MD: Management Research Institute, Inc.

Costanza, D.P., Baughman, W. A., Mumford, M.D., Hacks, M., Stone, L., Threlfall, K.V. & Fleishman, E.A. (1995). *Reviewing job families on the basis of abilities and requirements profiles* (MRI Tech. Rep. for the National Security Agency). Bethesda, MD: Management Research Institute, Inc.

- Mumford, M.D., & Peterson, N.G. (1995). *Development of a prototype occupational information system: Introduction*. Washington, DC: American Institutes for Research.
- Mumford, M.D., & Peterson, N.G. (1995). *Development of a prototype occupational information system: Content model*. Washington, DC: American Institutes for Research.
- Mumford, M.D., & Peterson, N.G. (1995). *Development of a prototype occupational information system: Skills*. Washington, DC: American Institutes for Research.
- Mumford, M.D. (1995). *Development of a prototype occupational information system: Procedures for collecting job-specific information*. Washington, DC: American Institutes for Research.
- Mumford, M.D. (1995). *Development of a prototype occupational information system: Conclusions*. Washington, DC: American Institutes for Research.
- Mumford, M.D., & Supinski, E.P. (1995). *Identificaiton and assessment of occupation-specific skills on telecommunications jobs*. Washington, DC: American Institutes for Research.

**Presentations:**

- Candland, D. K., Blumer, E. S., & Mumford, M. D. (1979, February). *Laboratory and field meaning and context: Urine marking by saimiri*. Paper presented at the meetings of the International Congress of Primatology, New Delhi, India.
- Mumford, M. D., & Stokes, G. S. (1980, March). *Behavioral and developmental correlates of positive and negative emotionality*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- Owens, W. A., Mumford, M. D., & Jackson, K. (1982, July). *A classification of persons: Longitudinal evidence and potential utility*. Paper presented at the meetings of the International Association of Applied Psychology, Edinburgh, Scotland.
- Mumford, M. D., & Owens, W. A. (1983, March). *Individuality and development between age 18 and 30*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- Mumford, M. D., & Mendoza, J. L. (1983, March). *The simultaneous correction of attenuation and range restriction effects*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.

- Mumford, M. D. (1983, May). *Classification on a cross-time basis: An extension of the quasi-actuarial model and its implications*. Paper presented at the meetings of the International Personnel Management Association, Washington, DC.
- Mumford, M. D., & Owens, W. A. (1983, August). *Applications and implications of cross-time classifications*. Paper presented at the meetings of the American Psychological Association, Anaheim, CA.
- Mumford, M. D., Levin, K. Y., & Schemmer, F. M. (1984, March). *Some theoretical considerations in leadership identification and development*. Paper presented at the Ninth Annual Department of Defense Symposium, Colorado Springs, CO.
- Mumford, M. D. (1984, March). *Development and validation of a content valid biodata form for personnel selection*. Paper presented at the meetings of the Southeastern Psychological Association, New Orleans, LA.
- Mumford, M. D. (1984, April). *Leadership in bureaucratic organizations*. Paper presented at the meeting of the Eastern Psychological Association, Baltimore, MD.
- Mumford, M. D., Harding, F. H., & Weeks, J. L. (1985, March). *Assessing the utility of Air Force selection and training strategies*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- Mumford, M. D. (1985, August). *Assessing leadership in the context of military organizations*. Paper presented at the meetings of the American Psychological Association, Los Angeles, CA.
- Mumford, M. D., Harding, F. H., & Weeks, J. L. (1985, August). *Modeling influences on Air Force technical training outcomes*. Paper presented at the meetings of the American Psychological Association, Los Angeles, CA.
- Weeks, J. L., Mumford, M. D., & Harding, F. H. (1985, September). *Occupational learning difficulty: A construct validation against training criteria*. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Harding, F. H., Mumford, M. D., & Weeks, J. L. (1985, September). *Causes of performance in Air Force initial skills training*. Paper presented at the meetings of the Military Testing Association, San Diego, CA.
- Mumford, M. D., Weeks, J. L., Harding, F. H., & Fleishman, E. A. (1986, August). *Assessing occupational difficulty*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.

- Hartman, A. I., & Mumford, M. D. (1987, March). *Power in organizations: Test of an operational model*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- Lind, S. K., & Mumford, M. D. (1987, March). *Values as predictors of job performance and advancement potential*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- Wesley, S. S., & Mumford, M. D. (1987, March). *The crystallization of developmental integrative model*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- Mumford, M. D. (1987, April). *New directions in the development and application of background data measures*. Symposium presented at the meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Mumford, M. D., Olsen, K. A., & James, L. R. (1987, April). *Investment in youth: Demographic influences on creative production*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Harding, F. H., Weeks, J. L., & Mumford, M. D. (1987, May). *Training outcome simulations using the technical training impact model*. Paper presented at the Air Force Manpower, Personnel, and Training Conference, San Antonio, TX.
- Hartman, E. A., Mumford, M. D., & Mueller, S. W. (1987, August). *Robustness of job classification systems: An examination of alternative indicators*. Paper presented at the meetings of the American Psychological Association, New York, NY.
- Mumford, M. D., & Hein, M. B. (1988, March). *Structural modeling within and across profile clusters: A longitudinal investigation of religious involvement*. Paper presented at the University System Advances in Gerontology and Geriatrics Symposium: Creative Energies for Now and Tomorrow, Athens, GA.
- Mumford, M. D. (1988, April). *Developing human capacities: Approaches to the enhancement of human performance*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Mumford, M. D. (1988, April). *Validation background data measures: Some thoughts on constructs, content, and criteria*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Owens, W. A., Mumford, M. D., & Hein, M. B. (1988, April). *Multivariate issues in the study of individual difference: Integrating idiographic and nomothetic approaches via life*

- history items*. Paper presented at the meetings of the Southeastern Society for Multivariate Experimental Psychology, New Orleans, LA.
- Hein, M. B., & Mumford, M. D. (1988, August). *Varieties of religious experience: Integrating the idiographic and nomothetic approach in studies of continuity and change*. Paper presented at the meetings of the American Psychological Association, Atlanta, GA.
- Hartman, A. I., & Mumford, M. D. (1988, August). *Power in organizations: A cognitive approach*. Paper presented at the meetings of the American Psychological Association, Atlanta, GA.
- Mumford, M. D., Weeks, J. L., Harding, F. D., & Fleishman, E. A. (1988, October). *Assessing the costs of alternative training interventions*. Paper presented at the meetings of the Military Testing Association, Washington, DC.
- Mobley, M. I., Uhlman, C. E., Doares, L. M., & Mumford, M. D. (1989, March). *Process models of creativity: A review and synthesis*. Paper presented at the meetings of the Southeastern Psychological Association, Washington, DC.
- Uhlman, C. E., Hein, M. B., Nash, B. E., & Mumford, M. D. (1989, March). *Comparing the factor structure of a common biodata item base across samples*. Paper presented at the meetings of the Southeastern Psychological Association, Washington, DC.
- Mumford, M. D. (1989, April). *Enhancing creative performance in academic and nonacademic settings*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Boston, MA.
- Mumford, M. D. (1989, July). *Validating background data measures*. Invited address to the District of Columbia Personnel Testing Council, Washington, DC.
- Snell, A., & Mumford, M. D. (1990, April). *Breaking out of the mold: Changes in developmental patterns*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- Reiter-Palmon, R., Clifton, T., DeFilippo, B., & Mumford, M. D. (1990, April). *Influence of negative life events on the predictive validity of background data measures*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.
- Mumford, M. D. (1990, April). *Innovative research on the IPAR: Some comments on the first federal-wide biodata form*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Miami, FL.
- Nickels, B. J., & Mumford, M. D. (1990, April). *Making sense of people's lives: Principles underlying the content and construct validity of background data measures*. Paper

presented at the meetings of the Society for Industrial and Organizational Psychology, Miami, FL.

- Buffardi, L. C., Gaskins, R. C., Allen, J. A., Fleishman, E. A., & Mumford, M. D. (1990, August). *Developing empirically-based anchors for the task characteristics taxonomy*. Paper presented at the meetings of the American Psychological Association, Boston, MA.
- Owens, W. A., Stokes, G. S., & Mumford, M. D. (1990, August). *Assessment of persons through background data*. International Congress of Applied Psychology, Kyoto, Japan.
- Hein, M. B., Mumford, M. D., Feldman, J. M., & Nago, D. (1990, August). *The effects of training on decision-making accessibility and compliance*. Paper presented at the meetings of the American Psychological Association, Boston, MA.
- Mumford, M. D. (1990, October). *Establishing the construct validity of background data measures*. Paper presented at the meetings of the Personnel Testing Council of Southern California, Balboa Beach, CA.
- Buffardi, L. C., Fleishman, E. A., Mumford, M. D., Allen, J. A., & Gaskins, R. (1990, November). *Generalizing human error rates across environments*. Paper presented at the meetings of the American Nuclear Society, Washington, DC.
- Gaskins, R. C., Buffardi, L. C., Fleishman, E. A., Mumford, M. D., & Allen, J. A. (1990, November). *An evaluation of the revised task characteristic rating scale*. Paper presented at the meetings of the Human Factors Society, Orlando, FL.
- Reiter-Palmon, R., Redmond, M. R., & Mumford, M. D. (1991, June). *Problem construction: Relationship with creativity and motivation*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Clifton, T. C., Costanza, D., Reiter-Palmon, R., & Mumford, M. D. (1991, June). *Development of background data rational scales for predicting positive and negative emotionality*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- O'Connor, J., Clifton, T. C., Connelly, M. S., & Mumford, M. D. (1991, June). *Background data as a predictor of leadership performance*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Connelly, M. S., Clifton, T. C., & Mumford, M. D. (1991, June). *Contrasting theory based background data scaling procedures*. Paper presented at the meetings of the American Psychological Society, Washington, DC.

- Redmond, M. R., Mumford, M. D., & Teach, R. S. (1991, June). *Effects of leader behavior on subordinate creativity*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Hein, M. B., Mumford, M. D., & Fleishman, E. A. (1991, June). *Abilities as causes of individual differences in skill acquisition: An empirical examination*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Buffardi, L., Gaskins, R., & Mumford, M. D. (1991, August). *Predicting human error rates from action verbs*. Paper presented at the meetings of the American Psychological Association, San Francisco, CA.
- Kilcullen, R. N., White, L. A., Mumford, M. D., Mack, H. M., & Rigby, C. K. (1991, October). *On the construct validity of rational background data scales*. Paper presented at the meetings of the Military Testing Association, San Antonio, TX.
- Mumford, M. D. (1991, October). *Construct validation of background data scales*. Paper presented at the meetings of the Military Testing Association, San Antonio, TX.
- Reiter- Palmon, R., Threlfall, K. V., Clifton, T. C., & Mumford, M. D. (1991, November). Paper presented at the Lives Through Time Conference, Palm Springs, CA.
- Mumford, M. D. (1992, July). *Developing valid background data scales: Strategies and techniques for item generation*. Workshop presented at the meetings of the Personnel Testing Council of Metropolitan Washington, Washington, DC.
- Mumford, M. D. (1992, August). *Leaders as creators: Measurement implications and findings using background data*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- Mumford, M. D. (1992, August). *Biodata advances: Bridging the rational and empirical perspectives*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- Baughman, W. A., Costanza, D. P., Uhlman, C. E., Threlfall, K. V., & Mumford, M. D. (1992, August). *Learning and performance in varied domains: Effects of noncognitive factors*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- Uhlman, C. E., Threlfall, K. V., Baughman, W. A., Costanza, D. P., & Mumford, M. D. (1992, August). *Impact of noncognitive factors: Reactions to novel and structured tasks*. Paper presented at the meetings of the American Psychological Association, Washington, DC.

- Clifton, T. C., Kilcullen, R. N., Reiter-Palmon, R. & Mumford, M. D. (1992, August). *Use of a triple cross-validation technique on alternative biodata scaling procedures*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- Connelly, M. S., Zaccaro, S. J., & Mumford, M. D. (1992, August). *Evidence for trait-based cross-situational leadership*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- O'Connor, J., Gessner, T. E., Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., & Mumford, M. D. (1992, August). *Stages of belief development: An empirical investigation using background data*. Paper presented at the meetings of the American Psychological Association, Washington, DC.
- Clifton, T. C., Kilcullen, R. N., & Mumford, M. D. (1993, April). *Use of rational biodata scales to predict longitudinal success in college and work settings*. Paper presented at the meetings of the Eastern Psychological Association, Arlington, VA.
- Connelly, M. S., Marks, M. A., & Mumford, M. D. (1993, April). *An integrated dimensional structure of wisdom*. Paper presented at the meetings of the Eastern Psychological Association, Arlington, VA.
- Costanza, D. P., Baughman, W. A., Threlfall, K. V., Mumford, M. D., & Fleishman, E. A. (1993, May). *The influence of abilities on performance*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Mumford, M. D. (1993, November). *Leader assessment and development*. Paper presented at the U.S. Army Research Institute Conference on Strategic Leadership, Alexandria, VA.
- O'Connor, J. A., Clifton, T. C., Johnson, J. F., Gessner, T. E., & Mumford, M. D. (1993, November). *Alternative measures of integrity*. Paper presented at the meetings of the Military Testing Association, Williamsburg, VA.
- Mumford, M. D. (1993, December). *Complex skill assessment*. Invited address presented at American Telephone and Telegraph, Morristown, NJ.
- Mumford, M. D. (1994, February). *Individual and situational influences on destructive organizational acts*. Paper presented at the meetings of the MESO Society, Atlanta, GA.
- Mumford, M. D. (1994, April). *Procedures for developing content and construct background data items*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Knoxville, TN.

- Mumford, M. D. (1994, April). *Comments on James' cognitive approach to personality assessment*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Knoxville, TN.
- Mumford, M. D. (1994, April). *Workplace violence*. Paper presented at the meetings of the International Association of Chiefs of Police, Washington, DC.
- Mumford, M. D. (1994, April). *Leadership and thinking skills*. Paper presented at the Fourth Annual Conference on Strategic Leadership, Carlisle, PA.
- Mumford, M. D. (1994, July). *Let's not throw the baby out with the bathwater: Alternative procedures for the assessment of complex cognitive skills*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Gilbert, J. A., Diana, M. K., Johnson, J. F., Zaccaro, S. J., & Mumford, M. D. (1994, July). *Leadership and knowledge structures: A comparison of expert and novice leaders*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Meiman, E., O'Connor, J. A., Clifton, T. C., Gessner, T. E., & Mumford, M. D. (1994, July). *Individual and situational determinants of destructive actions: Relations to selected CPI scales*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Morin, L., Clifton, T. C., O'Connor, J. A., & Mumford, M. D. (1994, July). *Relationship between alternative measures of integrity and the Reed Report*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Baughman, W. A., Threlfall, K. V., Mumford, M. D., Holt, R., & Maher, M. (1994, July). *Personality factors, intellectual beliefs, and academic goals promoting and inhibiting academic performance*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Connelly, M. S., Marks, M. A., & Mumford, J. D. (1994, July). *The influence of wisdom on leader performance at different organizational levels*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- O'Connor, J. A., Wagner, D. W., Clifton, T. C., Gessner, T. E., & Mumford, M. D. (1994, July). *Situational determinants of destructive actions: A taxonomy*. Paper presented at the meetings of the American Psychological Society, Washington, DC.
- Mumford, M. D. (1994, July). *Alternative approaches to assessing complex thinking skills*. Paper presented at the meetings of the American Psychological Society, Washington, DC.

- Reiter-Palmon, R., & Mumford, M. D. (1994, August). *Life images and their influence on problem construction*. Paper presented at the meetings of the American Psychological Association, Anaheim, CA.
- Mumford, M.D. (1994, October). *Assessing thinking skills: Procedures, validation evidence, and lessons learned*. Paper presented at the Bowling Green Conference "Evaluative Alternatives to Traditional Testing for Selection," Maumee Bay, Ohio.
- Mumford, M.D. & Connelly, M.S. (1995, May) *Wisdom as an influence on organizational leadership*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Mumford, M.D. (1995, August). *Development of background data measures*. Workshop presented at the meetings of the American Psychological Association, New York.
- Kilcullen, R.N., White, L.A., & Mumford, M.D. (1995, May). Predicting leadership effectiveness of public sector supervisions using background data.