

## **Jane R. Williams, Ph.D.**

Department of Psychology  
Indiana University Purdue University Indianapolis  
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### **EDUCATION**

College of St. Benedict, St. Joseph, MN	B.A., Psychology, 1989
University of Akron, Akron, OH	M.A., Industrial/Organizational Psychology, 1992
	Ph.D., Industrial/Organizational Psychology, 1995

### **ACADEMIC APPOINTMENTS**

1995-2001	Assistant Professor, Indiana University-Purdue University Indianapolis, IN.
2001 – present	Associate Professor, Indiana University-Purdue University Indianapolis, IN.

### **RESEARCH GRANTS & CONTRACTS**

- 1998 National Academic Advising Association Grant (\$15,000.00) titled, "Intrusive and Non-intrusive advising: A study on the efficacy and cost-benefits of two parallel advising tracks for commuter students attending a large, urban, comprehensive university". Poynter, M., Johnson, K., Neal-Beliveau, B, Kremer, J., and Williams, J.
- 2000 Awarded a \$1500.00 sub-contract from the White Lick Heritage Community Foundation to develop an evaluation for a Lilly community Alliances to promote Education (CAPE) grant application.
- 2000 Submitted a \$196,006.40 grant to Army Research Institute (February, 2000), titled, "A Test of a leadership Development Process Model". Williams, J. R. (Primary Investigator)., Levy, P. E., Lord, R. G., & Steelman, L.A. Not Funded.
- 2005 National Science Foundation: ADVANCE: Increasing the Participation and Advancement of Women in Academic Science and Engineering (PI: Rose Fife: Co-PIs P. Crowell, S. Bodgewick, Y. Chen; Co-Is: J. Williams, K. Johnson); Proposal 0548348, \$750,000 requested. Not Funded.
- 2009 National Science Foundation:ADVANCE: IT Catalyst Grant.(PI: Uday Sukhatme. Co-Pis Pratiba Varma-Nelson, Stephen Hundley, Jane Williams. (\$200,000 requested). Under Review.

2009 National Science Foundation: EFRI-SEED Preliminary Proposal: Intelligent Modeling and Adaptive Control for Building Energy Sustainability. (PI: Afshin Izadian, Co-I's: David Waysn, William, Hutzal, Jan Cowan, and Jane Williams). Under Review.

## **FELLOWSHIPS AND AWARDS**

Summer Research Fellowship (\$6,000.00) from the Office of Faculty Development, IUPUI (1998)  
Writing Workshop Fellowship (\$6,000.00) through the Office of Faculty Development, IUPUI (1999)  
Teaching Excellence Recognition Award, IUPUI (1999)  
Teaching Excellence Recognition Award, IUPUI (2000)  
IUPUI Department of Psychology, Advisor of the Year (2008)  
IUPUI Outstanding Woman Faculty Leader (2009)  
IUPUI School of Science Service Award (2009)

## **PUBLICATIONS**

### **Refereed Research Publications**

Williams, J. R., and Levy, P. E. (1992). The effects of perceived system knowledge on the agreement between self ratings and supervisor ratings. Personnel Psychology,45,835-847.

Levy, P. E., Albright, M. D., Cawley, B. D., and Williams, J. R. (1995). Situational and Individual determinants of feedback seeking: A closer look at the process. Organizational Behavior and Human Decision Processes,62, 23-37.

Levy, P. E., and Williams, J. R. (1998). The role of perceived system knowledge in predicting appraisal reactions, job satisfaction, and organizational commitment. Journal of Organizational Behavior,19,53-65.

Williams, J. R., Miller, C., Steelman, L. A., and Levy, P. E. (1999). Increasing Feedback Seeking: It takes two or more to tango? Journal of Applied Psychology,84,969-976.

Williams, J. R. (1999). Is your corporate culture ready for 360-degree Feedback? Society for Human Resource Management – White Paper.

Williams, J. R., and Lueke, S. B. (1999). 360-degree feedback system effectiveness: Test of a proposed model. Journal of Quality Management4,23-49.

Williams, J. R., and Johnson, M. A. (2000). Self-Supervisor agreement: The influence of feedback seeking on the relationship between self and supervisor ratings of performance. Journal of Applied Social Psychology,30,275-292.

Williams, J. R., and Levy, P. E. (2000). Investigating some neglected criteria in performance appraisal: The influence of organizational level and perceived system knowledge on appraisal reaction. Journal of Business and Psychology,14,501-514.

- Bond, G. R., Williams, J. R., Evans, L. A., Salyers, M., Sharpe, H. and Kim, H. W. (2001). Psychiatric Rehabilitation Fidelity Toolkit. Human Services Research Institute, Cambridge: MA.
- Bond, G. R., Evans, L., Salyers, M. P., Williams, J., & Kim, H. K. (2002). Measurement of fidelity in Psychiatric Rehabilitation. Mental Health Services Research, 2 (2).
- Johnson, K. E., Jeschke, M., and Williams, J.R. (2002). A Comparison of Intrusive and Prescriptive Advising of Psychology Majors at an Urban Comprehensive University. National Academic Advising Association Journal.
- Mueser, K. T., Fox, L., Bond, G. R., Salyers, M. P., Williams, J., & Yamamoto, K. (2002). Integrated Dual Disorders Treatment Fidelity Scale. Concord, NH: NH-Dartmouth Psychiatric Research Center.
- Williams, Jane R. (2004). Job Satisfaction and Organizational Commitment. Sloan Work and Family Encyclopedia Entry. [http://www.bc.edu/bc\\_org/avp/wfnetwork/rft/wfpedia/index.html](http://www.bc.edu/bc_org/avp/wfnetwork/rft/wfpedia/index.html)
- Levy, P.E., and Williams, J. R. (2004). The Social Context of Performance Appraisal: A Review and Framework for the Future. Journal of Management, 30, 881-905.

## **PROFESSIONAL PRESENTATIONS**

- Albright, M. D., Levy, P. E., and Williams, J. R. (April, 1992). Reactions to performance discrepancies from multiple raters. Paper presented at the Meetings of the Society for Industrial/Organizational Psychology. Montreal, Quebec, Canada.
- Levy, P. E., Williams J. R., & Albright, M. D. (April, 1994). An Investigation of the Effects of Perceived System Knowledge on Employee Reactions and Job Attitudes. Poster presented at the Meetings of the Society for Industrial/Organizational Psychology. Nashville, TN.
- Williams, J. R., and Levy, P. E. (May, 1995). A forgotten dimension: The role of organizational psychology in the performance appraisal process. Paper presented at the Meetings of the Society for Industrial/Organizational Psychology. Orlando, FL.
- Steelman, L. A., Williams, J. R., and Levy, P. E. (May, 1996). The environment for feedback seeking and feedback seeking behavior. Paper presented at the Meetings of the Society for Industrial/Organizational Psychology. San Diego, CA.
- Thomas, J. B., and Williams, J. R. (April, 1999). Examination of the feedback-seeking process: The effect of source-supportiveness. Paper presented at the Meetings of the Society of Industrial/organizational Psychology. Atlanta, GA.
- Williams, J. R., Bublitz, S. T., and Melner, S. A. (1997). Feedback seeking: The costs may in fact be real. Poster presented at the Meetings of the Society for Industrial/Organizational Psychology. St. Louis, MO.
- Williams, J. R., and Lueke, S. B. (1998). 360-degree feedback system effectiveness: examination of participant reactions. Paper presented at the Annual Meetings of the Society of Industrial/Organizational Psychology. Dallas, TX.

- Harrison, H. A., and Williams, J. R. (1998). Moderators of the social climate perceptions-Employee attitude relationship. Paper presented at the Annual Meetings of the Society of Industrial/Organizational Psychology. Dallas, TX.
- Dunford, B. D., and Williams, J. R. (April, 1999). Feedback Seeking and the relationship between self-supervisor performance ratings. Paper presented at the Annual Meetings of the Society of Industrial/Organizational Psychology. Atlanta, GA.
- Lueke, S. B., Williams, J. R., and Goodman, S A. (April, 1999). Personality and Performance in Customer Service Jobs. Paper presented at the Annual Meetings of the Society of Industrial/Organizational Psychology. Atlanta, GA.
- Leonard, E., and Williams, J. R. (April, 2001). An Empirical Examination of Accountability Perceptions Within a Multi-Source Feedback System. Paper presented at the Annual Meetings of the Society of Industrial/Organizational Psychology. San Diego, CA.
- Svanum, S., Williams, J.R., Greene, M. (June, 2001). Paper presented at the Annual Meetings of the American Psychological Association. Toronto, Canada.
- Williams, J. R., Johnson, K.E., Poynter-Jeshcke, M. (April, 2002). The application of an intrusive advising program in an urban, comprehensive university: Strategies, tools, and outcomes. Paper presented at the regional meetings for the National Academic Advising Association Conference. Indianapolis, IN.
- Hazer, J. T., Devine, D.J., Williams, J. R. (April, 2004). Assessing Curricula: Linking I/O Competencies to Coursework. Paper presented at the Annual Meetings of the Society of Industrial/Organizational Psychology. Chicago, IL .
- Courtney, J., and Williams, J. (April, 2008). The impact of trust on the feedback seeking process. Paper presented at the Annual Meeting of the Society of Industrial/Organizational Psychology . San Francisco, CA.
- Williams, J. R., Donovan, A., and Stull, L. (April, 2010). Can Commitment to Change Increase Employees Vulnerability to Burnout? Paper presented at the Annual Meeting of the Society of Industrial/Organizational Psychology . Atlanta, GA.
- Buddenbaum, J. and Williams, J.R. (April, 2010). Meeting Expectations: The Connection to Outcomes in Mentoring Relationships. Paper presented at the Annual Meeting of the Society of Industrial/Organizational Psychology . Atlanta, GA..

#### *Invited Community Presentations*

- Williams, J.R. (2005). Employee Development. Talk presented at the Works in Progress Meeting. Regenstrief Institute. Indiana University School of Medicine.
- Williams, J. R. (2006). Incentive Systems. Talk presented to the Department of Family Medicine, IU School of Medicine.
- Williams, J. R. (2009). Performance Appraisal. Talk presented to the Department of International Affairs. IUPUI.

## **TEACHING AND RELATED ACTIVITIES**

### Courses

Introduction to Psychology and a Social Science  
Introduction to Industrial/organizational Psychology  
Introduction to Statistics  
Organizational Psychology  
Personnel Psychology  
Honor's Capstone Psychology  
Measurement Theory and Data Interpretation  
Industrial Training and Development  
Applications in Personnel Psychology  
Seminar in Selection and Performance Appraisal

### Undergraduate Honor's Thesis Advising

Stacy  
John Gottfried  
Alia Johnson  
Edy Bledsoe  
Linda Collins

### Graduate Master's Thesis Committee

Gallo, Andrew J. Committee Member, 1996.  
Bublitz, S. T. Committee Member, 1997.  
Harrison, Holly, A. Chair, 1997.  
Miller, Lynn A. Committee Member 1997.  
Resnick, Sandra, G. Committee member. 1998.  
Clayton, Laura, D. Committee member. 1998.  
Lueke, Sarah B Chair, 1998.  
Thomas, Jami. Chair, 1998  
Dunford, Ben B. Chair, 1998.  
Kirsh, Ken. Committee member, 1998.  
Friedberg, Judith. Committee member, 1999.  
Jacobson, Julie Committee member, 1999.  
Olkkonen, Heli, M. Chair. 1999.  
Melner, Sarah B. Chair. 1999.  
Leonard, Emily. Chair, 2000.  
Koch, Chantal. Chair, 2000.  
Scott, Kate. Chair., 2003.  
Olafson, Kristi. Chair. 2003.  
Dossinger, Karyn. Committee Member, 2004.  
Seiggreen, Sarah. Chair. 2004.  
Jacob, Rebecca Chair. 2004.  
Vassar, Adam Committee Member, 2004  
Daniels, Katherine. Committee Member, 2005  
Courtney, Jocelyn, IUPUI, I/O Psychology. Chair, 2006  
Parcus, Stephanie, IUPUI, I/O Psychology. Chair, 2007  
Diab, Dalia, Committee Member, 2007  
Morris, Melissa, Chair, 2007

Nolan, Kevin, Member, 2008  
Steiner, Zach, Member, 2008  
Arellano, Abbie, Chair, 2008  
Houp, Stephanie, Member, 2008  
Buddenbaum, Jennifer, Chair, 2009

#### Graduate Dissertation Thesis Committees

Salyers, Michelle, Member, 1997  
Vogler, Kathleen, Member, 1998  
Berardi, Maura, Member 2000  
Resnick, Sandra, Member, 2001  
Barton, Deb, Member, 2001  
Meyer, Piper, Member, 2002  
Evans, Lisa, Members, 2003  
Pankratz, Nathan, Member, 2003  
Lancaster, Rebecca, Member, 2004  
Wagner, Christina, Member, 2006  
Moser, Lorna, Member, 2007  
Katzenstein, Member, Jennifer, 2008  
Natalie, Deluca, Member, 2008  
Cunningham, Natalie, Member, 2008  
Lydon, Jennifer, Member, 2008  
Jones, Amanda, Member, 2009

#### **Department and University Service**

##### University:

IUPUI – Alternate for Human Subjects Research Board; 2001- 2007, member 2007-present.

IUPUI Human Resources – Training and Organizational Development Advisory Board – Fall 2005 - present

Faculty Council Representative – Fall 2004 – 2007.

Member of Ad-hoc Advisory Committee to IUPUI Human Resources Spring 2002

Conducted evaluation of a pilot implementation of web-based training for the IUPUI Human Resource Administration. (1998).

Judge at the First Annual Graduate Research Conference, IUPUI, 1997

Consulted with and provided guidance to the Administration and Finance training sub-committee regarding the implementation of a Needs Assessment Process examining future training needs. (1997)

Consulted with (e.g., examined, reviewed, and provided feedback) the Administration and Finance human resources sub-committee about an employee survey regarding current use of the Human Resources Information Services. (1997)

Conducted a feedback session with the Department of Radiation/Oncology regarding an employee survey. (1997)

School:

SOS Steering Committee Member, Fall 2004- Spring 07.  
Secretary ; Fall 2007-Spring 2008  
President Fall 2008- Spring 2009  
School of Science Library Committee -- Member; 1996 – 2002; Chair, 2002

Department:

Member, Industrial/Organizational Program, August 1995 – present  
Interim Program Chair, Industrial/Organizational Masters program, Spring 2005  
Undergraduate Academic Advisor; 1998 – 2008  
Co-Coordinator, Capstone Honor's Research Program; 1996 - 2009  
Co-Coordinator, Experimetrix Subject Pool; 2004 – 2008  
Department of Psychology Executive Committee, 1998 – 2001, 2009-present  
Undergraduate Committee, 1998-2000  
Search and Screen, I/O – 1999, 2004, 2005, 2009  
Search and Screen, CRP – 1997, 1999, 2008  
Search and Screen, Introductory Coordinator – 1998  
Search and Screen, Social – 2002  
Promotion and Tenure – 2002, 2006-present  
B305 Course Coordinator – 2007- present

**Professional Organizations**

1995 – present	Member, American Psychological Association
1995 – 2000	Academy of Management
1995 – present	Society for Industrial and Organizational Psychology

**Honors and Awards**

**Professional Service:**

Member, Society of Industrial/Organizational Psychology Membership Committee, July 1999 – 2001.

**University Service:**

Administrative Service:

University:

School: SOS Steering Committee Member, Fall 2004- Spring 07.  
Secretary ; Fall 2007-Spring 2008  
President Fall 2008- Spring 2009  
  
School of Science Library Committee -- Member; 1996 – 2002  
Chair, 2002

Department: Member, Industrial/Organizational Program, August 1995 – present  
Interim Program Chair, Industrial/Organizational Masters program, Spring 2005  
Undergraduate Academic Advisor; 1998 – 2008  
Co-Coordinator, Capstone Honor's Research Program; 1996 - present  
Co-Coordinator, Experimatrix Subject Pool; 2004 – present

#### Committee Service:

Department: Member, Department of Psychology Executive Committee, 1998 – 2001  
Member, Undergraduate Committee, 1998-2000  
Member, Search and Screen, I/O – 1999  
Member, Search and Screen, CRP – 1999  
Member, Search and Screen, Introductory Coordinator – 1998  
Member, Search and Screen, CRP – 1997  
Chair, Search and Screen, Social – 2002  
Member, Promotion and Tenure – 2002, 2006-present  
Member, Search and Screen, I/O – 2004, 2005  
Member, Search and Screen, Clinical- 2008

Community Service: ACT Center – Team Training Consultant – 2005- present

Statistical Consultant for Great Indianapolis Special Olympics Committee. Nov. 1999 – 2002.

Statistical Consultant for the Indianapolis Junior League Chapter. Sept. 1999 – 2001.

Statistical Consultant for the Health Care Education and Training Association. 2000-2003.

### **Service to the Profession**

#### Editorial Responsibilities

Society for Industrial and Organizational Psychology conference program 1997 - 2008

Adjunct Reviewer for Journal of Occupational and Organizational Psychology 1998

Adjunct Reviewer for Archives of Physical Medicine and Rehabilitation 1998- 2003

Reviewer for Journal of Vocational Behavior 2001- present

Adjunct Reviewer for Organizational Behavior and Human Decision Processes 2007-present