

CURRICULUM VITAE

NAME: CRONSHAW, Steven F

ADDRESS: School of Business, College of Science and Management, University of Northern British Columbia, Prince George, British Columbia, Canada

RANK: Professor

STATUS: Tenured

DEGREES RECEIVED:

B.A.	Saskatchewan	Psychology	1974
B.Comm.	Saskatchewan	Accounting	1979
M.A.	Akron	Psychology	1983
Ph.D.	Akron	Psychology	1984

EMPLOYMENT HISTORY:

1984-86	Assistant Professor	Psychology	University of Waterloo
1986-88	Assistant Professor	Psychology	University of Guelph
1986-1999	Associate Professor	Psychology	University of Guelph
1999-July, 2007	Professor	Psychology	University of Guelph
August, 2007-present	Professor	Business	University of Northern British Columbia

HONOURS

1994 Distinguished Professor Teaching Award, University of Guelph Faculty Association

2002 Elected as A Fellow of the Canadian Psychological Association

MAJOR ACTIVITIES IN GRADUATE PROGRAM DEVELOPMENT

1986-2006 Played a major leadership role in establishing, administering, and supervising graduate students in, MA and PhD Programs in Industrial/Organizational Psychology in the Department of Psychology at the University of Guelph beginning at time of hire in 1986.

MAJOR ACTIVITIES IN GRADUATE STUDENT MENTORING/ CONSULTING

1993-2006 Founded a consulting company in 1993 in affiliation with the Department of Psychology, University of Guelph, to provide applied experience as a means of augmenting graduate student education and training (See the company's website at www.omsconsult.com). Has served as Chair of the Board for the company since its founding, has served as Executive Director three times, and as a principal consultant has brought in many consulting contracts and supervised a number of graduate students in consulting projects. See listing under Technical Reports section for work performed under contract with the company. Served as external company contact to market services and bring in many of these contracts.

MAJOR ACTIVITIES IN INTERNATIONAL EDUCATION

1995-present Worked with others at the University of Guelph and four Icelandic institutions (University at Holar, University of Iceland in Reykjavik, University at Akureyri, and Icelandic Agricultural University of Iceland at Hvanneyri) to set up and run the Iceland-Guelph Exchange Program.

GRADUATE TEACHING

1984-present Graduate teaching has covered a wide range of courses in Industrial/Organizational Psychology and related areas, including courses in introductory personnel psychology, personnel selection and performance appraisal, training and development, applied organization interventions, organizational psychology, field research methods, psychological measurement, and doctoral level research seminars.

UNDERGRADUATE TEACHING

1984-present Organizational behaviour, introductory general psychology, psychology in human resources management, psychological statistics, psychological measurement, specialized Honour's seminars.

MASTER'S THESIS SUPERVISIONS

Alan Saks on Realistic Job Previews - 1985
 Mary K. Simpson on Self-monitoring and leadership –1988
 Mary Kenny on Achievement Motivation and Employee Performance – 1988
 Jean Douglas on Employee Orientation to Service – 1989
 Charles Evans on Cognitive Ability and Turnover - 1989
 Peter Hausdorf on French-English Test Equivalence - 1990
 Angela Febbraro on Foundations of Construct Validity – 1990

Maury Getkate on Basic-level Categorization and Job Analysis - 1990
 Steve Harvey on Ethics in Industrial Psychology Interventions – 1991
 Dorin Whelley on Reactions to Pay Equity – 1992
 Paul Van Katwyk on Perceptions of Job Characteristics - 1992
 David Smiderle on SME Rating Differences – 1993
 Portia MacDonald-Chaffey on Effects of Departmental Affiliation - 1995
 Abe Schoenewolf on Job-related Affect and Performance - 1995
 Susan G. O'Brien on Personality Testing for Police - 1996
 Ingi Geir Hreinsson on Entrepreneurial leadership - 1997
 Cindy Kanz on Measurement of Process Control in Performance Evaluation - 1998
 Greg Chung-Yan on Fairness of Cognitive Ability Tests – 1999
 Perng Yih Ong on Equivalences Between Interview Formats - 2005
 Betty Onyura on Environmental Affordances and Cognitive Ability - 2006

DOCTORAL DISSERTATION SUPERVISIONS

Charles Evans on Rating Source Differences in Performance Appraisal – 1994
 Maury Getkate on Script-Theoretical Perspective on Job Analysis - 1994
 Dorin Whelley on Perceptions of Pay Equity – 1995
 Julie Patenaude on Work Environment and Emotional Exhaustion – 1998
 Rebecca Schalm on Sex Bias in the Selection interview - 2000
 Greg Chung-Yan on Adaptive Skills and Work Stress - 2005
 Anuradha Chawla on Employees' Motivation to Stay – 2005

PUBLICATIONS

Books

Cronshaw, S.F. (1990). *Industrial Psychology in Canada*. Waterloo, ON: North Waterloo Academic Press..

Catano, V., Cronshaw, S.F., Wiesner, W.H., Hackett, R., & Methot, L. (2001). *Recruitment and Selection in Canada* (2nd ed.). Toronto: ITP Nelson.

Fine, S.A., and Cronshaw, S.F. (1999). *Functional Job Analysis: A Foundation for Human Resources Management* (Series in Applied Psychology). Mahwah, NJ: Erlbaum.

Chapters in Books/ Conference Proceedings

Cronshaw, S.F. (1988). Employment testing in Canada: Theoretical, professional and legal issues. In J.W. Jones, B.W. Steffy, & D.W. Bray (Eds.), *Applying psychology in business: The manager's handbook*. Indianapolis, IN: Lexington.

Cronshaw, S.F., & Wiesner, W.H. (1989). The validity of the employment interview: Models for research and practice. In G.R. Ferris & R.W. Eder (Eds.), *The employment interview: theory, research and practice*. (pp. 269-281). Beverly Hills, CA: Sage.

Fine, S.A., & Cronshaw, S.F. (1994). The role of job analysis in establishing the validity of biodata. In S.S. Stokes, M.D. Mumford, & W.A. Owens (Eds.), *The biodata handbook: Theory, research, and applications*. Palo Alto, CA: Consulting Psychologists Press.

Cronshaw, S.F. (1993). Modern developments in Industrial/Organizational Psychology. In K.S. Dobson, & D.J.G. Dobson (Eds.), *Professional psychology in Canada* (pp. 351-389). Hogrefe & Huber.

Cronshaw, S.F., & Kenyon, B. (2002). An applications model relating the essential functions of a job to mental disabilities. In Thomas, J.C., & Hersen, M. (eds.), *Handbook of Mental Health in the Workplace*. Newbury Park, CA: Sage.

Cronshaw, S.F., & Fine, S.A. (2003). The evaluation of job redesign processes (Chapter 14). In Edwards, J.E., Scott, J.C., & Raju, N.S. (eds.), *The Human Resources Program Evaluation Handbook*. Newbury Park, CA: Sage.

Cronshaw, S.F. (2003). Development of leadership as the pre-eminent People skill. In J.P. Boyer (ed.), *Leading in an upside-down world; New Canadian perspectives on leadership* (pp. 101-112). Toronto: The Dundurn Group.

Warner, M.A., McElwain, A.K., Cronshaw, S.F., & Christensen Hughes, J.M. (2003). *From Intolerance to Mutuality: Can I/O Psychology be an Instrument of Social Change?* In F. Avallone, H.K. Sinangil, & A. Caetano (eds.), *Identity and diversity in organizations*. Milan, Italy: Guerini Studio.

Cronshaw, S.F., & O'Keefe, D.F. (in press). Adaptive skills as a basis for leadership success in the Canadian military with an emphasis on special operations. In A.T. McIntyre & K.D. Davis (eds.), *From the Canadian Forces Leadership Institute's Research Files: Dimensions of Military Leadership*. Kingston, ON: CDA Press.

Cocivera, T., & Cronshaw, S.F. (in press). Action frame theory as a practical framework for the executive coaching process. Previously published article from 2004 *Consulting Psychology Journal: Practice and Research* to appear in R.R. Kilburg & R.C. Diedrich (eds.), *The wisdom of coaching: Essential papers in consulting psychology*. Washington: APA Books.

Papers in Referred Journals

Fraser, S.L., Cronshaw, Steven F., & Alexander, R.A. (1984). Generalizability analysis of a point method job evaluation instrument: A field study. *Journal of Applied Psychology*, 69, 643-647.

Cronshaw, S.F., & Alexander, R.A. (1985). One answer to the demand for accountability – Selection utility as an investment decision. *Organizational Behavior and Human Decision Processes*, 35, 102-118.

Cronshaw, S.F. (1986). The status of employment testing in Canada: A review and evaluation of theory and professional practice. *Canadian Psychology*, 27, 183-195.

DeSimone, R.L., Alexander, R.A., & Cronshaw, S.F. (1986). Accuracy and reliability of SD-sub(y) estimates in utility analysis. *Journal of Occupational Psychology*, 59, 93-102.

Cronshaw, S.F., & Lord, R.G. (1987). Effects of categorization, attribution, and encoding processes on leadership perceptions. *Journal of Applied Psychology*, 72, 97-106.

Cronshaw, S.F., Alexander, R.A., Wiesner, W.H., & Barrick, M.R. (1987). Incorporating risk into election utility: Two models for sensitivity analysis and risk simulation. *Organizational Behavior and Human Decision Processes*, 40, 270-286.

Cronshaw, S.F. (1988). Future directions for industrial psychology in Canada. *Canadian Psychology* (Special Issue: Industrial/ organizational psychology in Canada, 29, 30-43.

Wiesner, W.H., & Cronshaw, S.F. (1988). A meta-analytic investigation of the impact of interview format and degree of structure on the validity of the employment interview. *Journal of Occupational Psychology*, 61, 275-290.

Alexander, R.A., Carson, K.P., & Alliger, G.A., & Cronshaw, S.F. (1989). Empirical distributions of range restricted SD-sub(x) in validity studies. *Journal of Applied Psychology*, 74, 253-258.

Saks, A.M., & Cronshaw, S.F. (1990). A process of investigation of realistic job previews: Mediating variables and channels of communication. *Journal of Organizational Behaviour*, 11, 221-236.

Cronshaw, S.F., & Ellis, R.J. (1991). A process of investigation of self-monitoring and leader emergence. *Small Group Research*, 22, 403-420.

Cronshaw, S.F., & Alexander, R.A. (1991). Why capital budgeting techniques are suited for assessing the utility of personnel programs: A reply to Hunter, Schmidt, and Coggin (1988). *Journal of Applied Psychology*, 76, 454-457.

Getkate, M., Hausdorf, P., & Cronshaw, S.F. (1992). Transnational validity generalization of employment tests from the United States to Canada. *Canadian Journal of Administrative Sciences*, 9, 324-335.

Ellis, R.J., & Cronshaw, S.F. (1992). Self-monitoring and leader emergence: A test of moderator effects. *Small Group Research*, 23, 113-129.

- Smiderle, D., Perry, B.A., & Cronshaw, S.F. (1994). Evaluation of video-based assessment in transit operator selection. *Journal of Business and Psychology*, *9*, 3-22.
- Cronshaw, S.F. (1997). Lo! The stimulus speaks: The insider's view on Whyte and Latham's "The futility of utility analysis". *Personnel Psychology*, *50*, 611-615.
- Cronshaw, S.F. (1998). Job analysis: Changing nature of work. *Canadian Psychology* (Special Issue: Industrial/ Organizational Psychology and Emerging Needs of the Canadian Workplace: Traversing the Next Millennium), *39*, 5-13.
- Ogloff, J.R., & Cronshaw, S.F. (2001). Expert psychological testimony: Assisting or misleading the trier of fact? *Canadian Psychology*, *42*, 87-91.
- Chung-Yan, G.A., & Cronshaw, S.F. (2002). A critical re-examination and analysis of cognitive ability tests using the Thorndike model of fairness. *Journal of Occupational and Organizational Psychology*, *75*, 489-509.
- Cronshaw, S.F., & Alfieri, A.J. (2003). The impact of sociotechnical task demands on use of worker discretion and functional skill. *Human Relations*, *56*, 1107-1130.
- Cronshaw, S.F., & Jethmalani, S. (2005). The structure of workplace adaptive skill in a career inexperienced group. *Journal of Vocational Behavior*, *66*, 44-65.
- Cocivera, T., & Cronshaw, S. (2004). Action frame theory as a practical framework for the executive coaching process. *Consulting Psychology Journal: Practice and Research*, *56*, 234-245.
- Chung-Yan, G.A., Cronshaw, S.F., & Hausdorf, P.A. (2005). Information exchange article: A criterion-related validation study of transit operators. *International Journal of Selection and Assessment*, *13*, 172-177.
- Cronshaw, S.F. (2005). Developmental dynamics of workplace adaptive skill. *Psychological Reports*, *96*, 1066-1094.
- Cronshaw, S.F., Hamilton, L.K., Onyura, B.R., & Winston, A.S. (2006). Case for non-biased intelligence testing against Black Africans has not been made: A comment on Rushton, Skuy, & Bons (2005). *International Journal of Selection and Assessment*, *14*, 278-287.
- Cronshaw, S.F., Ong, P.Y., & Chappell, D.B. (2007). Workers' adaptation enables work functioning. *Psychological Reports*, *100*, 1043-1064.
- Cronshaw, S.F., Best, R., Zugec, L., Warner, M.A., Hysong, S.J., & Pugh, J.A. (2007). A five-component validation model for Functional Job Analysis as used in job redesign. *Ergometrika*, *4*, 12-31.

Conference Papers Delivered

Summers, R. (1988). A study of McGregor's Theory -X, Theory -Y and the influence of Theory -X, Theory -Y assumption on causal attributions for instances of worker poor performance. *Proceedings of the 1988 Conference of the Administrative Sciences Association of Canada*, Halifax, NS.

Cronshaw, S.F. (1988, June). *A survey of recruitment and selection practices in the Canadian manufacturing industry*. Paper presented at the Annual Conference of the Canadian Psychological Association, Montreal, PQ.

Cronshaw, S.F., & Wiesner, W.H. (1988, August). *Interview validity: A meta-analysis*. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

Fraser, S.L., Cronshaw, S.F., & Alexander, R.A. (1988, August). *Implicit job theories and job evaluation ratings*. Paper presented at the Annual Meeting of the Southeastern Psychological Association, New Orleans, LA.

Alexander, R.A., Cronshaw, S.F., Barret, G.V., & DeSimone, R.L. (1989, April). *Accounting for the pay-performance relationship in utility analysis: Productivity gains and organization benefits*. Paper presented at the 4th Annual Conference of the Society of Industrial and Organization Psychology, Boston, MA.

Cronshaw, S.F. (1989, April). A critical examination of the philosophical foundations of job performance criteria. Paper presented in J.F. Binning (Chair), *Emerging technical and legal issues in validating personnel decisions*. Symposium conducted at the Fourth Annual Conference of the Society for Industrial and Organization Psychology, Boston, MA.

Getkate, M., Hausdorf, P.A., & Cronshaw, S.F. (1989, June). *Transnational validity of employment tests*. Paper presented at the 50th Annual Convention of the Canadian Psychological Association, Halifax, Nova Scotia.

Evans, C.R., & Cronshaw, S.F. (1989, June). *Consideration or satisfaction: Can you tell the difference?* Paper presented at the 50th Annual Convention of the Canadian Psychological Association, Halifax, Nova Scotia.

Douglas, M.J., & Cronshaw, S.F. (1989, June). *Development of an orientation to service questionnaire*. Paper presented at the 50th Annual Convention of the Canadian Psychological Association, Halifax, Nova Scotia.

Van Katwyk, P.T., Cronshaw, S.F., & Williams, D. (1989, June). *A quantitative review relating leader behaviour to individual work outcomes*. Paper presented at the 50th Annual Convention of the Canadian Psychological Association, Halifax, Nova Scotia.

Cronshaw, S.F., & Hausdorf, P.A. (1990, June). *The use of structured job analysis in establishing job comparability for selection purposes across municipal transit jurisdictions*. Paper presented at the 51st Annual Conference of the Canadian Psychological Association, Ottawa, ON.

Hausdorf, P.A., Getkate, M., & Cronshaw, S.F. (1990, June). *Validity generalization across French and English language groups*. Paper presented at the 51st Annual Conference of the Canadian Psychological Association, Ottawa, ON.

Cronshaw, S.F. (1990, June). *The role of job analysis establishing bona fide occupational requirements for personnel selection and performance appraisal*. Paper presented at the 51st Annual Conference of the Canadian Psychological Association, Ottawa, ON.

Van Katwyk, P.T., & Cronshaw, S.F. (1990, June). *An experientialistic approach to attitude research: Using facet analysis to identify the conceptual structure of job satisfaction*. Paper presented at the 51st Annual Conference of the Canadian Psychological Association, Ottawa, ON.

Ellis, R.J., & Cronshaw, S.F. (1990, July). *Self-monitoring and leader emergence: A test of moderator effects*. Paper presented at the 22nd International Congress of Applied Psychology, Kyoto, Japan.

Cronshaw, S.F., & Ellis, R.J. (1990, August). *A process of investigation of self-monitoring and leader emergence*. Paper presented at the Academy of Management Annual Meeting, San Francisco, CA.

Cronshaw, S.F. (1990, November). *Development of performance standards for the job of transit operator in a large Canadian transit property*. Paper presented at the Conference of the Canadian Urban Transit Association, Hull, PQ.

Cronshaw, S.F. (1991, May). *Human rights concerns related to the development and use of assessment centres in Canada*. Paper presented at the International Congress on the Assessment Centre Method, Toronto, ON.

Getkate, M., & Cronshaw, S.F. (1991, June). *So what do you do? An investigation of the cognitive structuring of job tasks*. Paper presented at the 52nd Annual Conference of the Canadian Psychological Association in Calgary, AB.

Harvey, S., & Cronshaw, S.F. (1991, June). *Proactive ethics in Industrial/Organizational psychology: A model, an example, and implications*. Paper presented at the 52nd Annual Conference of the Canadian Psychological Association in Calgary, AB.

Cronshaw, S.F. (1992, June). *Human rights issues in performance appraisal*. Paper presented at the Annual Conference of the Administrative Sciences Association of Canada, Quebec City, PQ.

Cronshaw, S.F. (1992, June). *The "great debate" on the value of utility analysis: Cronshaw vs. Latham*. Special event at the Canadian Psychological Association Conference, Quebec City, PQ.

Cronshaw, S.F. (1993, June). *The development of graduate education in Canadian industrial/ organizational psychology: Possibilities and problems inherent in a collaborative effort between two universities*. Paper presented at the Canadian Psychological Association Conference, Montreal, PQ.

Evans, C.R., & Cronshaw, S.F. (1993, June). *Capturing the job performance rating policies of employers, subordinates, and self-raters*. Paper presented at the 54th Annual Convention of the Canadian Psychological Association, Montreal, PQ.

Cronshaw, S. (May, 1999). *Disability or skill deficit?: A definitional paradox for IO psychologists offering individual accommodation in personnel selection to persons with mental disabilities*. Paper Presented at the Canadian Psychological Association Conference, Halifax, Nova Scotia.

Cronshaw, S.F. (May, 1999). Co-moderator of symposium titled *Psychological testimony in Canadian courts: Have we more to offer than just common sense?* 60th Annual Convention of the Canadian Psychological Association, Halifax, NS.

Chung-Yan, G.A., & Cronshaw, S.F. (May, 1999). Poster presentation titled *Disparate racial cognitive ability scores and job performance prediction: A validity generalization study*. 60th Annual Convention of the Canadian Psychological Association, Halifax, NS.

Cronshaw, S.F., & Cocivera, T. (August, 1999). *A suggested role for executive coaching as a component of leadership education at the post-graduate level*. Paper presented at the Leadership Challenge Conference, University of Guelph.

Cocivera, T., Cronshaw, S., & Walsh, J. (June, 1999), *An interactive model of influence in organizations and an application to the Canadian context*. Paper presented at the conference of the Administrative Sciences of Canada, St. John's, N.B..

Cronshaw, S. (November, 1999). *The use of Functional Job Analysis in training and curriculum design*. Presentation at Workshop Delivered to Staff of the Centro Internacional para a Educacao, Trabalho e Transferencia de Tecnologia (International Centre for Education, Labor and Technology Transfer), Rio de Janeiro, Brazil.

Cronshaw, S. (July, 2000). *Idiographic vs. nomothetic methods in consulting psychology*. Presentation at the Annual Convention of the Canadian Psychological Association in Ottawa, Ontario.

Cronshaw, S.F. (June/July, 2000). Presenter in workshop *Corporate consulting: What graduate school doesn't teach (and maybe should)*. Presented at the 61st Annual Convention of the Canadian Psychological Association, Ottawa, Ontario.

Chung-Yan, G., Hausdorf, P.A., & Cronshaw, S.F. (June/ July, 2000). Poster presentation titled *Selection differences between cultural groups: Canadian data in a large urban transit authority*. Presented at the 61st Annual Convention of the Canadian Psychological Association, Ottawa, Ontario.

Chung-Yan, G.A., Schat, A.C.H., & Cronshaw, S.F. (April, 2001). Poster presentation titled *The generalizability and accuracy of Functional Job Analysis ratings*. Presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Cronshaw, S.F. (April, 2002). Moderator of symposium *Pay Equity is Still Alive and Living in Ontario*. 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario.

Cronshaw, S.F. (April, 2002). Participant in panel titled *The Canadian All-Stars*. 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario.

Cronshaw, S.F. (May/June, 2002). Moderator of symposium titled *Alternative perspectives on industrial/ organizational psychology*. 63rd Annual Convention of the Canadian Psychological Association, Vancouver, BC.

Chair of, and discussant in, Theoretical Advancement Session titled *The Conceptualization and Measurement of Adaptive Skill* at the Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA, April, 2005. (Co-presented with Guelph students Perng Yih Ong, Greg Chung-Yan, and Dara Chappell).

Cronshaw, S.F., Sherin, J., Houde, S.J.R.J., & Kondratuk, T. (2005, June). *Exploring the concept of trust through a sociotechnical framework*. Symposium presented at the 66th Annual Convention of the Canadian Psychological Association in Montreal, Quebec, Canada.

Ong, P.Y., Cronshaw, S.F., & Chappell, D.B. (2006). *Worker adaptive skill resources the expression of Things-Data-People functional skill*. In Interactive Paper Session titled Theoretical Issues in Construct Measurement at the Annual Academy of Management Meeting in Atlanta, GA, August, 2006..

Presenter in Symposium titled *Validating an FJA-based task bank for work redesign in primary care* presented at the Annual Academy of Management Conference in Atlanta, GA, August, 2006.

Chair of Symposium titled *I/O Research Applications In Health Care* presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY, April, 2007.

Cronshaw, S.F. (2007). Functional-Perspectivism and intelligence test bias. In Symposium Titled *The issue of intelligence test bias in Industrial/ Organizational Psychology: Delineating controversies from historical, ideological, and empirical perspectives* at the 68th Annual Convention of the Canadian Psychological Association, Ottawa, Ontario, June, 2007.

Winston, A., & Cronshaw, S. (2007). A prehistory of test bias. In Symposium Titled *The issue of intelligence test bias in Industrial/ Organizational Psychology: Delineating controversies from historical, ideological, and empirical perspectives* at the 68th Annual Convention of the Canadian Psychological Association, Ottawa, Ontario, June, 2007.

Onyura, B., & Cronshaw, S. (2007). Addressing issues surrounding sampling and environmental variation in the administration of IQ tests in developing countries: An investigation among high school students in Kenya. In Symposium Titled *The issue of intelligence test bias in Industrial/ Organizational Psychology: Delineating controversies from historical, ideological, and empirical perspectives* at the 68th Annual Convention of the Canadian Psychological Association, Ottawa, Ontario, June, 2007.

Hamilton, L., Cronshaw, S., Onyura, B., & Winston, A. (2007). Has the case for non-biased testing been made? A critical look at Rushton, Skuy, & Bons (2004). In Symposium Titled *The issue of intelligence test bias in Industrial/ Organizational Psychology: Delineating controversies from historical, ideological, and empirical perspectives* at the 68th Annual Convention of the Canadian Psychological Association, Ottawa, Ontario, June, 2007.

Matejcek, A., & Cronshaw, S. (2007). (re)constructing the meaning of work-stories of internationally trained female physicians in Canada. Poster presentation at the 68th Annual Convention of the Canadian Psychological Association, Ottawa, Ontario, June, 2007.

Authored Technical Reports Prepared Under Funded Contract Research

Cronshaw, S.F. (1988). *A conceptual and operational definition of predictive test bias for Canadian Forces Selection Tests (Technical Report)*. Willowdale, ON: Canadian Forces Personnel Applied Research Unit.

Cronshaw, S.F. (1989). *Research Findings Regarding Race Effects in, and Job Relatedness of, the Employment Interview*. Prepared for the Ontario Human Rights Hearing of Bhadauria vs. The Board of Education for the City of Toronto.

Cronshaw, S.F. (1990). *Job analysis for the job of transit operator at the Ottawa-Carleton Regional Transit Commission: Final Report (Report for Phase 1 of a Contract to validate employment tests under study by OC Transpo)*. Ottawa: Ottawa-Carleton Regional Transit Commission.

Cronshaw, S.F. (1991). *Development of criterion measures for the job of transit operator at the Ottawa-Carleton Regional Transit Commission: Final Report (Report for Phase 2 of a contract to validate employment tests under study by OC Transpo)*. Ottawa: Ottawa-Carleton Regional Transit Commission.

Hausdorf, P., & Cronshaw, S.F. (1991). *Development of a patterned behaviour description interview for the job of transit operator at the Ottawa-Carleton Regional Transit Commission: Final Report (Report for Phase 3 of a contract to validate employment tests under study by OC Transpo)*. Ottawa: Ottawa-Carleton Regional Transit Commission.

Cronshaw, S.F. (1991). *The validation of selected employment tests for the job of transit operator at the Ottawa-Carleton Regional Transit Commission: Final Report*. Ottawa: Ottawa Carleton Regional Transit Commission.

Cronshaw, S.F., & Rogers, K. (1993). *Functional job analysis task bank for the job of Correctional Officer - Ontario Ministry of Correctional Services*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Cronshaw, S.F., Skinner, P., & Schalm, R. (1993). *A Strategic Job Analysis Task Bank for Job of Correctional Officer at the Ontario Ministry of Correctional Services*. Guelph, ON: Guelph Centre for Occupational Research Inc.

Cronshaw, S.F. (1993). *Supplementary report to functional job analysis task bank for the job of Correctional Officer - Ontario Ministry of Correctional Services*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Cronshaw, S.F., & Whelley, D. (1994). *Functional job analysis ratings for the position of transit operator in Ontario*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Cronshaw, S.F. (1994). *Report on the proposed development of a Canadian functional job analysis task bank for the position of transit operator*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Patenaude, J., & Cronshaw, S.F. (1995). *A Review of Assessment Procedures for the Selection of Client Service Advisors (Property and Casualty) at CIBC Insurance*. Guelph, Ontario: Guelph Centre for Occupational Research Inc

Schalm, R.L., Allen, K., & Cronshaw, S.F. (1995). *Interrater Reliability Study for the Basics Skills Project by Human Resources Development Canada*. Guelph, Ontario: Guelph Centre for Occupational Research Inc

Cronshaw, S.F. (1998). *Final Report on Employment Tests and Other Selection Predictors Recommended for the Job of Operations Planner at Canadian Tire*. Guelph, Ontario: Guelph Centre for Occupational Research Inc

Cronshaw, S.F. (1999). *External review of instruments used by the Personnel Psychology Centre of the Public Service Commission*. Guelph, Ontario: Guelph Centre for Occupational Research Inc

Cronshaw, S.F., Green, A., Chawla, A., & Bates, D. (2000). *Identification of Selection Tools for Occupational Health & Safety Inspectors Prepared for Ontario Ministry of Labour*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Cronshaw, S.F. (2000). *Critical Review of the Occupational Information Network (O*NET) for Human Resources Development Canada*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Cronshaw, S.F. (2000). *Functional Job Analysis for Collections Function in the Canada Customs and Revenue Agency*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Cronshaw, S.F., Green, D., Sherin, J., Caiger, L., & Wright, G. (2001). *Identification of Selection Tools for Probation and Parole Officers in the Ministry of Correctional services*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Cronshaw, S.F., U'Ren, M., & Chawla, A. (2001). *Technical Report: The Development of Scales for Working with Others and Continuous Learning for the HRDC Essential Skills Profile Prepared for Human Resources Development Canada*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Cronshaw, S.F., & Chung-Yan, G.A. (2001). *Review of PSC Instruments Used in Executive Resourcing and Development Systems*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

Chawla, A., & Cronshaw, S.F. (2003). *Realistic Job Previews for the Positions of Mechanical Maintainers and Control Technicians in Nuclear Operations*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.

- Chawla, A., & Cronshaw, S.F. (2003). *Realistic Job Previews for the Positions of Authorized Nuclear Operators & Nuclear Operators in Nuclear Operations*.
- Cronshaw, S.F., Chawla, A., Kondratuk, T., & Green, D. (2003). *Verification of Applicability of Authorized Nuclear Operator Selection Process*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.
- Cronshaw, S.F., Taylor, T., Kalra, M., & Green, D. (2003). *Final Report: Identification and Development of Selection Tools for Mechanical Maintainers & Control Technicians in Nuclear Operations*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.
- Cronshaw, S.F., Kondratuk, T.B., & Chung-Yan, G.A. (2003). *Performance Appraisal Discussion Paper Prepared for the Canadian Forces (Contractor's Report 2003-02)*. Guelph, Ontario: Guelph Centre for Occupational Research Inc.
- Cronshaw, S.F., & Kondratuk, T. (2004). *Skills Model for Reconsideration Officer Conducted for the Ontario Human Rights Commission*. Guelph, Ontario: Guelph Centre for Occupational Research Inc
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