

## DAVID M. KLIEGER

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- OBJECTIVES** To obtain a tenure-track faculty position in an industrial and organizational or applied psychology program.  
To perform research and to teach in the field of industrial and organizational psychology.
- EDUCATION AND HONORS**
- UNIVERSITY OF MINNESOTA**, Department of Psychology, Minneapolis, MN  
Division/Major: Industrial and Organizational Psychology  
Minor: Psychometrics (Quantitative Psychology)  
Hons & Awards: Graduate Research Partnership Program Fellowship  
Gough Travel and Research Award  
CLA Student Travel and Research Award  
Committee Memberships: Psychology Core Curriculum Group  
Ph.D. Student,  
Sept. 2005 – Present  
(currently A.B.D.)
- UNIVERSITY OF ILLINOIS**, Department of Psychology, Urbana-Champaign, IL  
Division/Major: Industrial and Organizational Psychology  
Minor: Quantitative Psychology  
Hons & Awards: College Board Research Grant Award  
Ph.D. Student,  
Aug. 2003 – Sept. 2005  
(Transferred with faculty  
advisor to the University of  
Minnesota in Sept. 2005.)
- RUTGERS UNIVERSITY**, University College, New Brunswick, NJ  
Psychology Coursework  
Non-Matriculated,  
Sept. 2001 - May 2003
- UNIVERSITY OF PENNSYLVANIA LAW SCHOOL**, Philadelphia, PA  
Hons & Awards: Monmouth Bar Foundation Scholarship Award and Free Sons Scholarship Fund Award  
J.D., May 1996
- CORNELL UNIVERSITY**, College of Arts and Sciences, Ithaca, NY  
Major: Political Science (Government)  
Hons & Awards: Phi Beta Kappa, Golden Key National Honor Society, Distinction in All Subjects and Dean's List  
B.A., May 1992
- OXFORD UNIVERSITY**, Hertford College, Oxford, England  
Philosophy, Politics & Economics Honours Tutorial Coursework  
Visiting Student,  
Oct. 1990 - Jun. 1991
- DISSERTATION (DOCTORAL)** Klieger, D. M. (in preparation). Can the expert learn how to beat mechanical data combination?: Experimental and simulation studies.
- PUBLICATIONS (PEER-REVIEWED)** Klieger, D. M. & Page, R. C. (in preparation). Determinants of performance success of law enforcement supervisors: A meta-analysis.  
Klieger, D. M. (in preparation). Applicant values.  
Hezlett, S. A., Kuncel, N. R., Ones, D. S., Vey, M., Klieger, D. M., Vanelli, J., & Campbell, J. P. (in preparation). A comprehensive meta-analysis of SAT validities for predicting performance early and late in college. *Psychological Bulletin*.  
Klieger, D. M. (submitted). Mechanical validity is larger than holistic validity in high validity environments, too. *American Psychologist*.  
Kuncel, N. R., Klieger, D. M., Connelly, B. S., & Ones, D. S. (revise and resubmit). Mechanical versus clinical data combination in selection and admissions decisions: A meta-analysis. *Journal of Applied Psychology*.  
Klieger, D. M., & Kuncel, N. R. (under review). Can the expert outperform mechanical data combination? *The Brunswick Society Newsletter*.  
Murphy, S., Klieger, D., Borneman, M., & Kuncel, N. R. (2009). The predictive power of personal statements in admissions: A meta-analysis and cautionary tale. *College and University*, 84(4), 83-88.

Kuncel, N. R., & Klieger, D. M. (2007). Application patterns when applicants know the odds: Implications for selection research and practice. *Journal of Applied Psychology*, 92(2), 586-593.

Kuncel, N. R., Credé, M., Thomas, L. L., Klieger, D. M., Seiler, S. N., & Woo, S. E. (2005). A meta-analysis of the Pharmacy College Admission Test (PCAT) and grade predictors of pharmacy student success. *American Journal of Pharmaceutical Education*, 69, 339-347.

BOOK  
CHAPTERS

Kuncel, N. R., & Klieger, D. M. (in press). Aptitude. In the *Cambridge Dictionary of Psychology*. Cambridge, UK: Cambridge University Press.

Kuncel, N. R., & Klieger, D. M. (in press). Aptitude Test. In the *Cambridge Dictionary of Psychology*. Cambridge, UK: Cambridge University Press.

Kuncel, N. R. & Klieger, D. M. (2008). Aptitude. In N. J. Salkind (Ed.), *Encyclopedia of Educational Psychology*. Thousand Oaks, CA: Sage.

CONFERENCE  
PRESENTATIONS

Kuncel, N. R., & Klieger, D. M. (2010, April). *A review of the validity of alternative predictors*. In M. Ventura (Chair), *Alternative assessments for higher education and beyond*. Symposium submitted for presentation at the 25<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Klieger, D.M., & Page, R. C. (2009, April). *Determinants of performance success of law enforcement supervisors: A meta-analysis*. Poster presented for the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), New Orleans.

Kuncel, N. R., Klieger, D., Connelly, B., & Ones, D. S. (2008, April). *Mechanical versus clinical data combination in I/O psychology*. In I. H. Kwaske (Chair), *Individual Assessment: Does the research support the practice?* Symposium presentation at the 23<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Klieger, D. M., Borneman, M. J., Cooper, S. R., & Kuncel, N. R. (2007, April). *"Quality" of schools?: Please educate me*. In N. R. Kuncel (Chair), *Alternative Predictors of Academic Performance*. Symposium presentation at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Cooper, S. R., Klieger, D. M., Borneman, M. J., Kuncel, N. R., & Mikeworth, H. (2007, April). *Personal Statements: please keep them to yourself*. In N. R. Kuncel (Chair), *Alternative Predictors of Academic Performance*. Symposium presentation at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Borneman, M. J., Cooper, S. R., Klieger, D. M., Kuncel, N. R., & Brenckman, N. (2007, April). *Admission interviews: Not so nice to meet you*. In N. R. Kuncel (Chair), *Alternative Predictors of Academic Performance*. Symposium presentation at the 22<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Klieger, D. M., Borneman, M. J., Cooper, S. R., & Kuncel, N. R. (2007, April). *Quality of prior academic institutions in academic admissions: A problematic but palpable improvement in prediction*. In N. R. Kuncel (Chair), *Alternative Predictors of Academic Performance: The Glass is Half Empty*. Symposium presentation at the annual meeting of the National Council on Measurement in Education, Chicago, IL.

Cooper, S. R., Klieger, D. M., Borneman, M. J., & Kuncel, N. R. (2007, April). *A meta-analytic examination of personal statements: Implications for predicting performance in school*. In N. R. Kuncel (Chair), *Alternative Predictors of Academic Performance: The Glass is Half Empty*. Symposium presentation at the annual meeting of the National Council on Measurement in Education, Chicago, IL.

Borneman, M. J., Cooper, S. R., Klieger, D. M., & Kuncel, N. R. (2007, April). *The efficacy of the admissions interview: A meta-analysis*. In N. R. Kuncel (Chair), *Alternative Predictors of Academic Performance: The Glass is Half Empty*. Symposium presentation at the annual meeting of the National Council on Measurement in Education, Chicago, IL.

Kuncel, N. R., & Klieger, D. M. (2005, April). *Application patterns when applicants know the odds: Implications for research*. Poster presented for the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Los Angeles.

Kuncel, N. R., Crede, M., Thomas, L.T., Seiler, S. N., Klieger, D. M., & Woo, S. E. (2004, May). *A meta-analysis of the validity of the Pharmacy College Admission Test (PCAT): Implications for pharmacy student admissions decisions*. Manuscript submitted for the 16<sup>th</sup> Annual Conference of the American Psychological Society, Chicago.

	Klieger D. M. & Walkup J. (2003, November). <i>How do publications of the Watch Tower Society (Jehovah's Witnesses) portray prevention and treatment of psychological and psychiatric conditions?</i> Poster presentation for the 131st Annual Meeting of the American Public Health Association (APHA), San Francisco.
TECHNICAL REPORTS	Klieger, D. M., & Seiler, S. N. (2005). <i>Report on measuring student performance: Development of a computer adaptive rating system</i> . New York, NY: The College Board.
INVITED PRESENTATIONS	Klieger, D. M., & Seiler, S. N. (2006, January). Measuring student performance: Development of a computer adaptive rating system. The College Board, New York, NY.
HONORARIA	Honorarium from American Association of Collegiate Registrars and Admissions Officers, 2009
ACKNOWLEDGEMENTS RECEIVED	Kuncel, N. R., Crede, M., & Thomas, L. T. (2004, April). <i>The Predictive Validity of the Graduate Management Admission Test (GMAT) and UGPA: A Meta-Analysis</i> . Manuscript submitted for the 19 <sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago.
	Kuncel, N. R., Crede, M., & Thomas, L. T. (2004, April). <i>The Reliability of Self-Reported Grade Point Averages, Class Ranks, and Test Scores</i> . Manuscript submitted for the 19 <sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago.
INTERVIEWS	Donovan, J. (2007, February). <i>Member profiles</i> . Minnesota Professionals for Psychology Applied to Work (MMPAW) Newsletter (Vol. 9.5).
RESEARCH EXPERIENCE (SCIENTIFIC)	<p><b>UNIVERSITY OF MINNESOTA</b>, Minneapolis, MN <span style="float: right;">Sept. 2005 - Present</span>  Research mechanical versus clinical data combination for predicting work-related and academic criteria.  Research the role of socio-economic status in the prediction of academic performance.  Research educational institution quality as a predictor of subsequent vocational and academic performance.  Meta-analytically compare validities of using mechanical versus clinical data combination in selection contexts.  Research, via self-designed surveys, work values and attitudes as correlates of applicant behavior.  Research range restriction phenomena and age discrimination in the context of cognitive ability testing.  Code and enter data for meta-analytic research regarding predictors of student performance.  Manage and analyze extremely large databases via computer programming and statistical software.</p> <p><b>UNIVERSITY OF ILLINOIS</b>, Urbana-Champaign, IL <span style="float: right;">Aug. 2003 – Sept. 2005</span>  Research, via surveys, work values and attitudes as correlates of applicant behavior.  Research the development of a computer adaptive rating system for measuring student performance.  Code and enter data for research regarding personality predictors of student performance.  Meta-analytically research the predictive validity of the Pharmacy College Admission Test (PCAT).</p> <p><b>RUTGERS UNIVERSITY</b>, New Brunswick, NJ <span style="float: right;">Sept. 2002 - May 2003</span>  Research and co-write a presentation regarding the utility of strict church membership for sufferers of schizophrenia.  Assist with a study of human self-esteem during communications with the opposite gender.  Assist with neuropsychological testing of humans to examine testing norms.</p>
TEACHING EXPERIENCE	<p><b>UNIVERSITY OF MINNESOTA</b>, Minneapolis, MN <span style="float: right;">Fall 2008, Spring 2009 &amp; Fall 2009</span>  <i>Introduction to Psychological Measurement &amp; Data Analysis – Honors &amp; Non-Honors Classes</i>,  Course Instructor  Designed curriculum and syllabus.  Instructed substantive statistical material at bi-weekly class meetings.  Wrote, revised and provided students with lecture notes to supplement textbook.  Designed and graded examinations, quizzes and weekly homework assignments covering substantive material and use of SPSS program.  Met individually with students to address individual questions about class material or use of SPSS program.</p> <p><i>Introduction to Psychological Measurement &amp; Data Analysis</i>, <span style="float: right;">Fall 2007 &amp; Spring 2008</span>  Section Leader/Lab Instructor  Instructed substantive statistical material and use of SPSS program at weekly lab sessions.  Designed and graded weekly homework assignments covering substantive material and use of SPSS program.  Met individually with students to address individual difficulties with class material or use of SPSS program.</p>

	<p><i>Introduction to Personality,</i> Teaching Assistant Met individually with students to address individual questions about class material. Proctored and edited examinations.</p>	Spring 2008
	<p><i>Introduction to Statistics (for Honors Students),</i> Teaching Assistant Instructed substantive statistical material and use of <i>R</i> program at weekly lab sessions. Designed and graded weekly homework assignments covering substantive material and use of <i>R</i> program. Met individually with students to address individual difficulties with class material or use of <i>R</i> program.</p>	Spring 2007
	<p><i>Introduction to Biological Psychology,</i> Teaching Assistant Instructed class session on biopsychology of learning and memory. Instructed class session on the relationship between biopsychology and job performance and training. Met individually with students to address individual difficulties with class material. Graded examinations.</p>	Spring 2007
EDITORIAL SERVICE	<p><i>Psychology Science</i> – ad hoc reviewer</p> <p><i>The Comparative Labor Law Journal</i> - Editorial Bd. Member (Articles Ed.) (became <i>The University of Pennsylvania Journal of Labor and Employment Law</i> in 1997)</p> <p><i>The Comparative Labor Law Journal</i> – Assistant Editor (became <i>The University of Pennsylvania Journal of Labor and Employment Law</i> in 1997)</p>	Aug. 1995 - May 1996 Aug. 1994 - May 1995
WORK EXPERIENCE (INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGY)	<p><b>ASSESSMENT ASSOCIATES INTERNATIONAL, LLC</b>, Minnetonka, MN <i>Consultant</i> Validated the use of personality assessment instrument via meta-analysis. Assessed personality instrument for cross-cultural differential item functioning via confirmatory factor analyses and logistic regression item response analyses. Revised items of personality instrument. Revised personality assessment technical manual. Researched and determined via meta-analysis the determinants of performance of public safety and law enforcement management.</p> <p><b>PERSONNEL DECISIONS RESEARCH INSTITUTES (PDRI)</b>, Minneapolis, MN <i>Research Associate</i> Developed competency models at the industrial sector and industrial levels. Researched and developed website material to be used to increase retention of mid-level managers. Interviewed managers for development of retention interventions. Analyzed missing ratings data to determine causes for ratings omissions. Managed, merged, transformed and rearranged data in large data sets.</p> <p><b>PERSONNEL DECISIONS INTERNATIONAL (PDI)</b>, Minneapolis, MN <i>Research Intern</i> Developed research agenda for data sets from assessments for selection, development and promotion. Analyzed aggregated data sets to address research questions. Organized, cleaned and aggregated large data sets for analysis.</p>	Summer 2008 Summer 2007 Summer 2006
WORK & RESEARCH EXPERIENCE (LEGAL)	<p><b>E-LAW LLC &amp; THE LAWYER'S DIARY AND MANUAL</b>, Newark, NJ <i>Client Support &amp; Editorial Assistant</i> Supported attorney online access to data regarding the procedural status of litigation in the NY State court system. Edited legal manuals and directories for various states.</p> <p><b>BLANK ROME COMISKY &amp; McCAULEY LLP</b>, Philadelphia, PA <i>Associate, Securities &amp; Corporate Department</i> Negotiate, draft, revise, analyze and file various types of agreements, certificates, notes, warrants, reports, forms, applications, notifications, opinions, letters, charters, bylaws and resolutions for mergers and acquisitions and financings as well as for compliance with various federal and state laws (including Securities and Exchange Commission regulations) and the rules of securities trading markets. Advise and perform research for public and private companies.</p>	May 2003 - Aug. 2003 Sept. 1999 - Aug. 2001

**MONTGOMERY, McCracken, Walker & Rhoads, LLP**, Philadelphia, PA Apr. 1998 - Sept. 1999  
*Associate, Corporate Department*  
Perform due diligence for various corporate transactions.  
Research and draft memoranda regarding business and intellectual property law issues.  
Analyze and draft agreements, applications, opinions, letters, resolutions and certificates.

**WHITE AND WILLIAMS LLP**, Philadelphia, PA Sept. 1996 - Apr. 1998  
*Associate, Business Department*  
Perform due diligence for various corporate transactions.  
Research and draft memoranda analyzing business law issues.  
Research, review and draft agreements, warranties, purchase order terms and closing documents.  
Draft and review federal and state trademark applications and application amendments.

**DUANE MORRIS & HECKSCHER**, Philadelphia, PA Spring 1996  
*Legal Intern (Pro Bono)*  
Developed legal strategies for *habeas corpus* petitions.

**PATTERSON & WEIR**, Philadelphia, PA Summer 1995  
*Summer Associate* (firm dissolved at end of Summer 1995)  
Researched and drafted memoranda analyzing corporate and commercial law issues.

**US EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**, Philadelphia, PA Spring 1995  
*Legal Intern (Pro Bono)*  
Drafted motions to enforce settlement agreements for and researched employment legal matters.

**SAVINGS BANK LIFE INSURANCE FUND**, New York, NY Summer 1994  
*Intern to Company President*  
Researched insurance law matters, including insurable interest issues.

**ANDREWS & KURTH, L.L.P.**, New York, NY Aug. 1992 - Aug. 1993  
*Legal Assistant, Business Litigation Department*  
Summarized depositions and edited deposition summaries and pleadings.  
Obtained pre-trial and trial procedural information from federal and state courts.

**AMERICAN ARBITRATION ASSOCIATION**, New York, NY Summer 1991  
*Legal Intern*  
Researched alternative dispute resolution of employment, labor, corporate and commercial matters for attorneys.

PROFESSIONAL ASSOCIATIONS Society for Industrial and Organizational Psychology (SIOP),  
Minnesota Professionals for Psychology Applied to Work (MPPAW)

SKILLS AND INTERESTS SPSS, Amos, R, Excel, Visual Basic, word processing, internet, website design (Dreamweaver, FrontPage), WESTLAW,  
LEXIS-NEXIS, Spanish, travel, book-collecting, art, film, history, literature, and watching ice hockey.

BAR ADMISSIONS NJ 1996, U.S. District for NJ 1996, PA 1996, U.S. Eastern District of PA 1996 and DC 1998.

REFERENCES Available upon request.