

**Benjamin Daniel Schulte**

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Google Scholar profile: <https://scholar.google.com/citations?hl=en&user=Bd3otBoAAAAJ>

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**EDUCATION**

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2020 – Present                      Ph.D. Industrial-Organizational Psychology  
Texas A&M University  
College Station, TX

2016 – 2020                        B.A. (Honors) Psychology  
University of Illinois at Springfield  
Springfield, IL

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**ASSISTANTSHIPS**

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Aug. 2020 – Present              Graduate Teaching Assistant, Texas A&M University

- PSYC 301: Elementary Statistics for Psychology
- PSYC 302: Research Methods in Psychology
- PSYC 485: Directed Studies
- PSYC 491: Research
- PSYC 652: Statistics and Research Methods in I/O Psychology
- PSYC 653: Advanced Statistics in I/O Psychology

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**PROFESSIONAL EMPLOYMENT**

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Feb. – Dec. 2021                  Consultant, Winfred Arthur, Jr. Consulting

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**RESEARCH**

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**Peer-Reviewed Publications**

Walsh, B. M., Kabat-Farr, D., Matthews, R. A., & **Schulte, B. D.** (2021). Willingness to recommend: Does workplace incivility actually play a role? *Journal of Business and Psychology*, 36(5), 841-856. <https://doi.org/10.1007/s10869-020-09710-7>

Walsh, B. M., Kabat-Farr, D., Matthews, R. A., & **Schulte, B. D.** (2019). Can we select for respect in academe? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(4), 405-407. <https://doi.org/10.1017/iop.2019.77>

### Presentations

- Schulte, B. D.**, Bowman-Callaway, C. E., & Payne, S. C. (2022, May). *The influence of distracted driving self-efficacy on distracted driving behaviors*. Poster presented at the 34<sup>th</sup> Annual International Convention of Psychological Science, Chicago, IL.
- Schulte, B. D.**, Arthur, W., Jr., Bennett, W. R., Jr., George, F., Jr., Keiser, N. L., & Traylor, Z. K. (2022, April). *Effects of team member substitution and the after-action review on team performance*. Poster presented at the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Schulte, B. D.**, & Edoga, E. I. (2021, May). *Person-organization fit and work engagement: The role of authenticity at work and subgroup differences*. Poster presented virtually at the 33<sup>rd</sup> Association for Psychological Science Annual Convention.
- Schulte, B. D.** (2020, October). *An active shooter training video and the extended parallel process model: The role of dismissive contexts*. Poster presented virtually at the 16<sup>th</sup> Annual River Cities Industrial-Organizational Psychology Conference.
- Walsh, B. M., Kabat-Farr, D., Matthews, R. A., & **Schulte, B. D.** (2020, June). *Can we reduce positive employment recommendations for high-performing jerks?* Poster presented virtually at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology.
- Walsh, B. M., Kabat-Farr, D., & **Schulte, B. D.** (2019, November). *Willingness to serve as a professional reference: Does applicant incivility play a role?* Poster presented at the 13<sup>th</sup> International Conference on Occupational Stress and Health, Philadelphia, PA.
- Schulte, B. D.**, & Walsh, B. M. (2019, April). *Willingness to serve as a professional reference: Do applicant incivility and gender play a role?* Poster presented at the National Council on Undergraduate Research Annual Conference, Kennesaw, GA.

### Intramural Presentations

- Mazza, N., **Schulte, B. D.**, Hagen, E., Sridhar, S., Chaspari, T., & Arthur, W., Jr. (2022, March). *Trait anxiety and emotional stability: Redundancy or incremental validity?* Poster presented at the 28<sup>th</sup> Annual Texas A&M University Student Research Week, College Station, TX.
- Schulte, B. D.**, & Arthur, W., Jr. (2021, October). *Exploring the construct-related validity of a situational judgment test of agreeableness and conscientiousness: The role of social competence*. Poster presented at the 2021 Texas A&M University Psychological and Brain Sciences: 2<sup>nd</sup> Year (Ph.D.) Poster Session, College Station, TX.
- Schulte, B. D.**, Hill, R., Weybright, G., Reinke, K., & Hyde, J. (2019, April). *Employee selection, implicit biases, and inattentive blindness: Exploring factors affecting who gets hired*. Poster presented at the University of Illinois at Springfield Student Technology, Arts, & Research Symposium, Springfield, IL.

**Schulte, B. D.**, & Walsh, B. M. (2019, April). *Willingness to serve as a professional reference: Do applicant incivility and gender play a role?* Poster presented at the University of Illinois at Springfield Student Technology, Arts, & Research Symposium, Springfield, IL.

### Works in Progress

Arthur, W., Jr., Doverspike, D., & **Schulte, B. D.** (Eds.). *Global perspectives on defining, assessing, and addressing bias and fairness in employment testing.*

Arthur, W., Jr., George, F., Jr., Mendoza, A. M., Hagen, E., **Schulte, B. D.**, & Jacobs, R. R. *An examination of the differential effects of multiple-choice item writing quality on the test performance of White and racial minority test takers.*

Arthur, W., Jr., **Schulte, B. D.**, Keiser, N. L., Traylor, Z., & George, F., Jr. *Examination of the effectiveness of the after-action review as a means of mitigating the adverse effects of team member substitution on team performance.*

Arthur, W., Jr., **Schulte, B. D.**, & Mazza, N. *The normative impact of I-O psychologists and programs: A comparison of multiple metrics of impact.*

Arthur, W., Jr., **Schulte, B. D.**, Traylor, Z., & Batarse, J. C. *Effect of “would”/”should” response instructions on situational judgment tests.*

Chaspari, T., Arthur, W., Jr., **Schulte, B. D.**, & Mazza, N. *Population-specific and context-aware machine learning for novel bio-behavioral markers of warfighter performance.*

Chaspari, T. et al. *Intelligent psychoacoustic spaces for health and well-being.*

George, F., Jr., Williams, A. S., & **Schulte, B. D.** *Corporate social responsibility meta-analysis.*

Ham, Y., Arthur, W., Jr., Mazza, N., & **Schulte, B. D.** *Leveraging human-building interaction for occupant comfort and productivity.*

Payne, S. C., Bowman, C., & **Schulte, B. D.** *Negative multitasking feedback as a distracted driving intervention.*

**Schulte, B. D.** *The evaluation of an active shooter training video.*

**Schulte, B. D.**, & Arthur, W., Jr. *Exploring the construct-related validity of a situational judgment test of agreeableness and conscientiousness: The role of social competence.*

**Schulte, B. D.**, & Edoga, E. I. *Person-organization fit and work engagement: Subgroup differences and the role of authenticity at work.*

**Schulte, B. D.**, Mazza, N., & Arthur, W., Jr. *An examination of team-level personality constructs as assessed using a situational judgment test.*

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**AWARDS/HONORS**


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| Feb. 2022   | Editor Commendation<br>Journal of Business and Psychology  |
| Oct. 2020   | Honorable Mention Poster Award<br>16 <sup>th</sup> Annual River Cities Industrial-Organizational Psychology Conference |
| May 2020    | Psychology Department Student Marshal<br>University of Illinois at Springfield   |
| 2016 – 2020 | Capital Scholars Honors Program Chancellor's Scholarship<br>University of Illinois at Springfield                      |

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**GRANTS**


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*The influence of distracted driving self-efficacy on distracted driving behaviors.* Texas A&M University Department of Psychological and Brain Sciences Graduate Student Travel Grant. 2022. [\$575].

*The evaluation of an active shooter training video.* American Psychological Association of Graduate Students (APAGS) Psychological Science Research Grant (PSRG). 2022. [\$1,000].

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**PROFESSIONAL ACTIVITIES**


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| May 2022 – Present  | President<br>Psychology Department Organization of Graduate Students<br>Texas A&M University      |
| Feb. 2022           | Guest Speaker<br>Aggieland Saturday<br>Texas A&M University                                       |
| May 2021 – May 2022 | Vice President<br>Psychology Department Organization of Graduate Students<br>Texas A&M University |
| Oct. 2020 – Present | Student Representative<br>I-O Psychology Ph.D. Program<br>Texas A&M University                    |
| Apr. 2020           | Guest Panelist<br>Undergraduate Psychology Teaching Scholars<br>Texas A&M University              |

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| Mar. 2021             | Guest Panelist<br>Research Symposium and Poster Preparation Event<br>University of Illinois at Springfield |
| Nov. 2019 – Apr. 2020 | Student Representative<br>Psychology Faculty Search<br>University of Illinois at Springfield               |
| Oct. 2018 – Feb. 2019 | Committee Member<br>Post-Tenure Review Committee<br>University of Illinois at Springfield                  |

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**PROFESSIONAL MEMBERSHIPS**

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| 2021 – Present | Member<br>Society for the Teaching of Psychology                                   |
| 2020 – Present | Graduate Student Affiliate<br>Association for Psychological Science                |
| 2020 – Present | Graduate Student Affiliate<br>American Psychological Association                   |
| 2020 – Present | Graduate Student Affiliate<br>Society for Industrial and Organizational Psychology |
| 2018 – Present | Member<br>International Honor Society in Psychology                                |