

VITA

Terry A. Beehr
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Central Michigan University
233 Sloan Hall
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EDUCATION

Central Michigan University
B.S. Psychology, Summa Cum Laude (1968)

The University of Michigan
A.M. Psychology (Organizational; 1973)
Ph.D. Psychology (Organizational; 1974)

AWARDS, HONORS, AND FELLOWSHIPS

Summer Research Fellowship, Central Michigan University (1982, 1989)
Honorable Mention Award in the 1984 Edwin E. Ghiselli Research Design Competition sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association. Project titled: The Process of Retirement (1984)
Honorary Faculty Initiate, Phi Kappa Phi National Academic Honor Society (1986)
Fellow, Society for Industrial and Organizational Psychology (elected, 1992)
Research Professorship, Central Michigan University (1993)
Fellow, American Psychological Society (elected, 1993)
Presidents Award for Outstanding Research and Creative Activity, Central Michigan University (1997)
Invited article acknowledging authorship of the most frequently cited article in the journal in the decade of the 1970s: Beehr, T. A. (1998). Research on occupational stress: An unfinished enterprise. *Personnel Psychology*, 51, 835-844.
Central Michigan University, College of Humanities and Social and Behavioral Sciences, Student Paper Prize. Advisor to recipient, Lana Ivanitskaya (1999).
Central Michigan University, Outstanding Dissertation Award. Advisor to recipient, Sharon Glazer (1999).
Recognized as one of the most published authors in *Journal of Applied Psychology* and *Personnel Psychology* in the 1990s: in Ones, D. S. , & Viswesvaran, C. (2000). Most published authors in journal of applied psychology and personnel psychology during the 1990s. *The Industrial-Organizational Psychologist*, 37, 26-32.
Outstanding Faculty Award, Psychology Department, Central Michigan University, Fall 2005.
Central Michigan University Outstanding Thesis Award. Advisor to recipient, Kirsten T. Gobeski (2006).

PROFESSIONAL MEMBERSHIPS

Academy of Management (1979-present)
American Management Association (1982-1983)

VITA P. 2
Terry A. Beehr

American Psychological Association (1974-1988)
Association for Psychological Science (formerly American Psychological Society; Charter Member, 1988-present)
Assembly for Scientific and Applied Psychology (1986-1988)
Eastern Academy of Management (1979-1982)
Michigan Association of Industrial/Organizational Psychology (Charter Member, 1979-present)
Midwestern Academy of Management (1979-present)
Midwestern Psychological Association (1974-present)
Southeastern Psychological Association (1981-1982)
Society for Industrial and Organizational Psychology (1987-present)
Society for Occupational Health Psychology (Charter Member, 2005-present)

WORK EXPERIENCE

Positions

1972-1974 Assistant Study Director, Survey Research Center, Institute for Social Research, The University of Michigan.
1974-1975 Research Investigator, Survey Research Center, Institute for Social Research, The University of Michigan.
1975 Consultant, Survey Research Center, Institute for Social Research, The University of Michigan.
1975-1978 Assistant Professor, Psychology Department, Illinois State University.
1978-1979 Assistant Professor, Psychology Department, Central Michigan University.
1979-1982 Associate Professor, Psychology Department, Central Michigan University.
1984-1985 Visiting Professor, Management Department, Oregon State University.
1986-1987 Acting Chair, Psychology Department, Central Michigan University.
1982-present Professor, Psychology Department, Central Michigan University.
1988-1991 Director, Institute for Social and Behavioral Studies
1983-1986 Director, Doctoral Program in Industrial/Organizational Psychology
1988-1990 Director, Doctoral Program in Industrial/Organizational Psychology
1996-2002 Director, Doctoral Program in Industrial/Organizational Psychology

Courses Taught at University of Michigan, Illinois State University, and Central Michigan University

Faculty mentor for McNair student, 2007

UNDERGRADUATE:

Business and Industry (ISU)
Directed Research (CMU)
Independent Study (CMU, ISU)
Individual Behavior in Organizations (UM)
Industrial/Organizational Psychology (CMU)
Introductory Psychology (UM, ISU)
Introductory Psychology Honors Program (CMU)
Introductory Psychology Leadership Program (CMU)
Motivation (ISU)

VITA P. 3
Terry A. Beehr

Organizational Psychology (ISU, CMU)
Social Psychology (ISU, CMU)
Stress

GRADUATE:

Advanced Personnel Psychology (CMU)
Comprehensive Examinations (CMU)
Directed Research (CMU)
Independent Study (CMU)
Individual Behavior in Organizations (UM)
Motivation (ISU)
Organization Development (CMU)
Organizational Psychology (ISU, CMU)
Practica & Internships in I/O Psychology (CMU)
Seminar in Occupational Stress (CMU)
Seminar in Organizational and International Culture (CMU)

Masters Theses Chaired: 30

Doctoral Dissertations Chaired: 19

Administrative Work

1971-1972	Member, Organizational Psychology Graduate Student Selection Committee, The University of Michigan.
1974-1975	Member, Organizational Behavior Program Planning Committee, Survey Research Center, Institute for Social Research, The University of Michigan.
1975-1977	Member, Graduate Student Assistantship Committee, Psychology Department, Illinois State University.
1977-1978	Chair Graduate Student Assistantship Committee, Psychology Department, Illinois State University.
1978	Elected Member, Departmental Faculty and Staffing Committee, Psychology Department, Illinois State University.
1978	Member, Undergraduate Education Committee, Psychology Department Central Michigan University.
1979	Member, Department Review Committee, Psychology Department, Central Michigan University.
1979-1982	Member, Doctor of Psychology Unit, Psychology Department, Central Michigan University.
1980-1981	Member, Board of Visitors of the Institute for Personal and Career Development, Central Michigan University.
1980-1983	Member, Admissions Committee, Doctoral Program, Psychology Department, Central Michigan University.
1981-1982	Member, Doctor of Administration Curriculum Committee, Central Michigan University.

VITA P. 4

Terry A. Beehr

- 1981-1982 Member, Waiver Committee, Doctoral Program, Psychology Department, Central Michigan University.
- 1982,1985, Chair, Industrial/Organizational Psychology Search Committee, Psychology Department, Central Michigan University.
- 1989
- 1983 Chair, Ad Hoc Drafting Committee Regarding April 1982 Board of Visitors' Recommendations.
- 1986 Member, Campus Coordinating Committee for Martin Luther King/Rosa Parks Program, Central Michigan University.
- 1986-1987 Acting Chairperson, Psychology Department, Central Michigan University.
- 1986-1987 Member, Dean's Administrative Council, School of Education, Health, and Human Service, Central Michigan University.
- 1986-1987 Member, Program Planning Subcommittee, Division 14 (Industrial/Organizational) American Psychological Association.
- 1986-1987 Member, Faculty Research and Creative Endeavors Committee, Central Michigan University.
- 1987 Member, Faculty Creativity Day Subcommittee of FRCE, Central Michigan University.
- 1987-1988 Secretary, Faculty Research and Creative Endeavors Committee, Central Michigan University.
- 1987-1988 Member, Screening Committee for Director of University Libraries, Central Michigan University.
- 1987-1988 Member, Chairperson Evaluation Committee, Psychology Department, Central Michigan University.
- 1988 Member, Invited Speakers Subcommittee of Program Planning Committee, Society for Industrial and Organizational Psychology.
- 1988 Member, Graduate Education Funding Committee, Psychology Department, Central Michigan University.
- 1988-1989, Chair, Admissions Committee, Industrial/Organizational Psychology Graduate Program, Central Michigan University.
- 1993-1994
- 1989 Member, Admissions Committee, Industrial/Organizational Psychology Graduate Program, Central Michigan University.
- 1990 Member, Program Planning Subcommittee, Society for Industrial and Organizational Psychology.
- 1990 Member of Human Services Panel at the Academic Forum for the CMU Centralis Scholarship Competition, January 20, 1990.
- 1988-1991 Co-Director, Institute for Social and Behavioral Studies.
- 1990-1994 Member, Research Excellence Fund Committee.
- 1991 Chair, Psychology Library Committee, Central Michigan University.
- 1991 Member, Human Resources Concentration Review Committee, Extended Degree Programs, Central Michigan University.
- 1993 Member, Chairperson Selection Committee, Department of Psychology, Central Michigan University.
- 1994-1997 Senator, CMU Faculty Senate.
- 1995 Secretary, Executive Board, CMU Faculty Senate.
- 1995 Member, CMU Fulbright Scholar Student Applicant Screening Committee.

VITA P. 5

Terry A. Beehr

- 1995-1996 Member, Faculty Recruiting/Selection Committee for Social Psychology.
- 1995-1996 Member, CMU Academic Reorganization Task Force.
- 1996 Member, EHHS College Restructuring Committee.
- 1995-1998 Chair, Faculty Recruiting/Selection Committee for Industrial/Organizational Psychology.
- 1997-1998 Member, Selection Committee for President and Provost Awards for Outstanding Research and Creative Endeavors.
- 1983-1987, 1988-1990,
1996-2002 Director, Doctoral Program in Industrial/Organizational Psychology.
- 1996-2001 Member, Faculty of CMU Honors Program.
- 1999-2001 Chair, I/O Psychology Admissions Committee, CMU.
- 1999-2002 Member, Dissertation Research Support Committee, CMU.
- 1999-2000 Member, Faculty Recruiting/Selection Committee for Quantitative Psychology.
- 1999-2000 Member, Search Committee for Director of Professional and Career Development, CMU.
- 2001 Member, Psychology Department Chair Search Committee.
- 2002 Senator, CMU Academic Senate, Fall Semester
- 1996-2003 Faculty Advisor to CMU student organization, Industrial-Organizational Psychology Association
- 2003-2005 Member, CMU Speaker Series Committee
- 2004-present Member, First Year Experience Advisory council HSBS College representative
- 2005 (Spring) Member, Outstanding Graduating Psychology Student Selection Committee
- 2006-2007 Chair, I/O Psychology Faculty Search Committee
- 2006-2007 Member, Psychology Research Scientist Search Committee
- 2007 Chair, First Year Experience Coordinator Search Committee
- 2007 Member, CMU Police Oversight Committee

Consulting and Workshop Topics

- Occupational Stress
- Stress Among Female Employees
- Employee Motivation and Morale
- Team Building
- Personnel and Human Resources
- Career Development
- Employee Surveys
- Employee Turnover

Television, Radio, Magazine, and Newspaper Interviews have been given on:

- Occupational Stress
- Psychological Effects of Relocation
- Leadership

VITA P. 6
Terry A. Beehr

-Employee Turnover

Invited Colloquia presented at:

- Central Michigan University (National Creativity Conference), 1982
- Michigan State University (Management and Psychology Departments), 1982, 1991, 1996
- Loyola University of Chicago (Psychology Department), 1983
- University of North Carolina at Charlotte (Psychology Department), 1984
- Delta College (Administrative Staff), 1984
- Oregon State University (Management Department), 1985
- Mid-Michigan Community College, 1988
- Bowling Green State University, 2003

Other Employment - U. S. Army, Military Police (1968-1970)

SCHOLARLY PRODUCTIVITY

Grants Funded:

(Consultant Only). (1975). Effectiveness in Work Roles: Employee Responses to Work Environments. U.S. Department of Labor, \$250,000.

Gilmore, D. C. & Beehr, T. A. (1976). The effect of leader consideration and initiating structure on follower satisfaction and performance. Office of the Graduate School, Illinois State University, \$600.

Beehr, T. A., & Love, K. G. (1980). Combined effects of job type, applicant gender, and applicant attractiveness in hiring decisions. Faculty Research and Creative Endeavors Grant, Central Michigan University, \$400.

Beehr, T. A. (1980). The Perceived Intraorganizational Mobility Channels Questionnaire as a Situation-Specific Internal-External Locus of Control Measure: A Scale Validation. Faculty Research and Creative Endeavors Grant, Central Michigan University, \$200.

Beehr, T. A. (1981). Development of the Industrial/Organizational Psychology Option of the Doctor of Psychology Degree. Curriculum and Instructional Development Grant, Central Michigan University, \$450.

Beehr, T. A. (1982). The relationships between occupational stressors and job satisfaction: Social support, job characteristics, and job positions as moderating variables. Summer Research Fellowship, Central Michigan University, \$1,000.

Beehr, T. A. (1982). Psychometric Development of a Measure of the Uncertainty of Effort-to-Performance and Performance-to-Outcome Expectancies. Faculty Research and Creative Endeavors Grant, Central Michigan University, \$200.

VITA P. 7

Terry A. Beehr

(Consultant Only). (1983-1987). Police Officers' Strain and Work-Family Linkages. National Institute for Mental Health, \$57,839.

King, L. A., & Beehr, T. A. (1984-1986). Role Conflict in the Nursing Profession. Public Health Service, U. S. Department of Health and Human Services, \$120,930.

Drexler, J. A., & Beehr, T. A. (1986-1987). Inter-role Conflict and the Family-owned Business. Family Business Program, College of Business, Oregon State University, \$3,000.

Beehr, T. A. (1989). Supervisor's Satisfaction with their Subordinates. Summer Research Fellowship, Central Michigan University, \$2,400.

Beehr, T. A. (1989). Uncertainty as a Key Variable in Occupational Stress. Faculty Research and Creative Endeavors Grant, Central Michigan University, \$835.

Nielson, N. L., & Beehr, T. A. (1989-1991). Retirement Income for Surviving Spouses. American Association of Retired Persons, Andrus Foundation, \$49,596.

Beehr, T. A. (1992). Role Conflicts in Family-Owned Businesses. Goering Center for Family/Private Business, University of Cincinnati Foundation, \$4,889.

Beehr, T. A. (1993). A meta-analysis of social support and occupational stress. Research Professorship, Central Michigan University, \$1,000.

(Consultant Only). (1997-1998). Towards gender-aware VA health care: Staff ideology, sensitivity, and knowledge. U.S. Department of Veterans Affairs, \$336,000.

Beehr, T. A. (1998-1999). Police Training. Faculty Research and Creative Endeavors Grant, Central Michigan University, \$4,884.00.

Beehr, T. A. (1999). Differentiation in Peer Appraisals of Group Projects. Faculty Research and Creative Endeavors Grant, Central Michigan University, \$523.00

Publications:

Books, Book Chapters, and Journal Articles

Beehr, T. A. (1975). Role ambiguity as a role stress: Some moderating and intervening variables (Doctoral dissertation, The University of Michigan, 1974). Dissertation Abstracts International, 35, 3631B-3632B (University Microfilms No. 75-630, 170).

Beehr, T. A. (1976). Perceived situational moderators of the relationship between subjective role ambiguity and role strain. Journal of Applied Psychology, 61, 35-40. Reprinted in Quinn, R. P. (1977). Effectiveness in work roles: Employee responses to work

environments, Volume 1. (NTIS No. 92-26-35-3). The University of Michigan, Ann Arbor, Survey Research Center, December, 473-490.

Beehr, T. A., Walsh, J. T., & Taber, T. D. (1976). Relationship of stress to individually and organizationally valued states: Higher order need strength as a moderator. Journal of Applied Psychology, 61, 41-47.

Beehr, T. A. (1977). Hierarchical cluster analysis of the Profile of Organizational Characteristics. Journal of Applied Psychology, 62, 120-123.

Beehr, T. A., & Gupta, N. (1978). A note on the structure of employee withdrawal. Organizational Behavior and Human Performance, 21, 73-79.

Ferris, G. R., Beehr, T. A., & Gilmore, D. C. (1978). Social facilitation: A review and alternative conceptual model. Academy of Management Review, 3, 338-347.

Beehr, T. A., & Newman, J. E. (1978). Job stress, employee health, and organizational effectiveness: A facet analysis, model, and literature review. Personnel Psychology, 31, 665-699.

Newman, J. E., & Beehr, T. A. (1979). Personal and organizational strategies for handling job stress: A review of research and opinion. Personnel Psychology, 32, 1-43.

Gilmore, D. C., Beehr, T. A., & Richter, D. (1979). The effects of leader consideration and initiating structure on follower satisfaction and performance. Journal of Applied Psychology, 64, 166-172.

Gupta, N., & Beehr, T. A. (1979). Job stress and employee behaviors. Organizational Behavior and Human Performance, 23, 373-387.

Beehr, T. A. (1980). Job stress: A new managerial concern. In K. M. Rowland, M. London, G. R. Ferris, & J. L. Sherman (Eds.), People in organizations: Current issues in personnel management. Boston: Allyn & Bacon.

Walsh, J. T., Taber, T. D., & Beehr, T. A. (1980). An integrated model of perceived job characteristics. Organizational Behavior and Human Performance, 25, 252-267.

Beehr, T. A., Taber, T. D., & Walsh, J. T. (1980). Perceived mobility channels: Criteria for intraorganizational job mobility. Organizational Behavior and Human Performance, 26, 250-264.

Pokorney, J. J., Gilmore, D. C., & Beehr, T. A. (1980). JDS Dimensions: Moderating effect of growth needs and correspondence with dimensions of the Job Rating Form. Organizational Behavior and Human Performance, 26, 222-237.

Gilmore, D. C., Swerdlik, M. E., & Beehr, T. A. (1980). Effects of class size and college

- major on student ratings of psychology courses. Teaching of Psychology, 7, 210-214.
- Beehr, T. A. (1981). Work role stress and attitudes toward coworkers. Group and Organization Studies, 6, 201-210.
- Love, K. G., & Beehr, T. A. (1981). Social stressors on the job: Recommendations for a broadened perspective. Group and Organization Studies, 6, 190-200.
- Gupta, N., & Beehr, T. A. (1981). Relationships among employees' work and non-work responses. Journal of Occupational Behaviour, 2, 203-209.
- Musick, S. A., Beehr, T. A., & Gilmore, D. C. (1981). Effects of perceptions of presence of audience and achievement instructions on performance of a simple task. Psychological Reports, 49, 535-538.
- Beehr, T. A., & Gilmore, D. C. (1982). Applicant attractiveness as a perceived job-relevant variable in the selection of management trainees. Academy of Management Journal, 25, 607-617.
- Beehr, T. A., & Schuler, R. S. (1982). Current and future perspectives on stress in organizations. In K. M. Rowland, and G. R. Ferris (Eds.), Personnel management: New perspectives. Boston: Allyn and Bacon, 390-419.
- Gupta, N., & Beehr, T. A. (1982). A test of the correspondence between self-report and alternative data sources about work organizations. Journal of Vocational Behavior, 20, 1-13.
- Beehr, T. A., & Love, K. G. (1983). A meta-model of the effects of goal characteristics, feedback and role characteristics in human organizations. Human Relations, 36, 151-166.
- Beehr, T. A. (1983). Relationship of the Life Experiences Survey to internal/external control, social desirability, and work-related satisfaction. Psychological Reports, 52, 467-472.
- Gupta, N., Jenkins, G. D., Jr., & Beehr, T. A. (1983). Employee gender and supervisor-subordinate cross-ratings: Explorations in possible relationships. Psychology of Women Quarterly, 8, 174-184.
- Beehr, T. A. (1983). Management of work-related stress. In K. M. Rowland, G. R. Ferris, & J. L. Sherman (Eds.). Current issues in personnel management. (Second Edition). Boston: Allyn and Bacon, 359-367.
- Beehr, T. A. (1984). Stress coping research: Methodological issues. In A. S. Sethi & R. S. Schuler (Eds.), Handbook of organizational stress coping strategies. Cambridge, MA: Ballinger Publishing Company.

Taber, T. D., Beehr, T. A., & Walsh, J. T. (1985). Relationships between job evaluation ratings and self-ratings of job characteristics. Organizational Behavior and Human Decision Processes, 35, 27-45.

O'Hara, K., Johnson, C. M., & Beehr, T. A. (1985). Organizational Behavior Management in the private sector: A review of empirical research and recommendations for further investigation. The Academy of Management Review, 10, 848-864. Reprinted in Journal of Library Administration, 7, 109-134.

Beehr, T. A., & Bhagat, R. S. (Eds.). (1985). Human stress and cognition in organizations: An integrated perspective. New York: John Wiley and Sons.

Also chapters in Beehr and Bhagat (1985):

Beehr, T. A., & Bhagat, R. S. (Chapter 1). Introduction to human stress and cognition in organizations, 3-19.

Beehr, T. A. (Chapter 3). Organizational stress and employee effectiveness: A job characteristics approach, 57-81.

Beehr, T. A. (Chapter 14). The role of social support in coping with organizational stress, 375-398.

Bhagat, R. S., & Beehr, T. A. (Chapter 15). An evaluative summary and recommendations for future research, 401-415.

Bhagat, R. S., & Beehr, T. A. (Chapter 16). Utilization and diffusion of knowledge on human stress and cognition in organizations: Constraints and perspectives, 417-431.

Beehr, T. A. (1986). The process of retirement: A review and recommendations for future investigation. Personnel Psychology, 39, 31-56. Reprinted in T. O. Peterson (Ed.), (1988). Activities in personnel and human resources management: Readings, cases, and exercises. Boston: Houghton-Mifflin.

Beehr, T. A., & Drexler, J. A., Jr. (1986). Social support, autonomy, and hierarchical level as moderators of the role characteristics--outcomes relationship. Journal of Occupational Behaviour, 7, 207-214.

Beehr, T. A., & Franz, T. M. (1986). The current debate about the meaning of job stress. Journal of Organizational Behavior Management, 8 (2), 5-18. Reprinted in J. M. Ivancevich and D. C. Ganster (Eds.), (1987). Job stress: From theory to suggestions. New York: Haworth Press, 5-18.

Gilmore, D. C., Beehr, T. A., & Love, K. G. (1986). Effects of applicant sex, applicant physical attractiveness, type of rater, and type of job on interview decision. Journal of

Occupational Psychology, 59, 103-109.

Kaufmann, G. M., & Beehr, T. A. (1986). Interactions between job stressors and social support: Some counterintuitive results. Journal of Applied Psychology, 71, 522-526.

King, D. W., Beehr, T. A., & King, L. A. (1986). Doctoral student selection in one professional psychology program. Journal of Clinical Psychology, 42, 399-407.

Beehr, T. A. (1987). The themes of social psychological stress in work organizations: From roles to goals. In A. W. Riley and S. J. Zaccaro (Eds.), Organizational stress and organizational effectiveness, New York: Praeger Press, 71-101.

Beehr, T. A., & Gupta, N. (1987). Organizational management styles, employee supervisory status and employee responses. Human Relations, 40, 45-58.

Beehr, T. A., & O'Hara, K. (1987). Methodological designs for the evaluation of occupational stress interventions. In S. Kasl & C. Cooper (Eds.), Stress and health: Issues in research methodology, Chichester, England: Wiley International, 79-111.

Beehr, T. A., & Fenlason, K. (1988). The experience and management of work related stress. In G. R. Ferris & K. M. Rowland (Eds.), Human resources management: Perspectives and issues. Boston: Allyn and Bacon, 350-359.

Kaufmann, G. M., & Beehr, T. A. (1989). Occupational stressors, individual strains, and social support among police officers. Human Relations, 42, 185-197.

Talaga, J., & Beehr, T. A. (1989). Retirement: A psychological perspective. In C. L. Cooper & I. Robertson (Eds.), International Review of Industrial and Organizational Psychology 1989. Chichester: Wiley, 185-211.

Beehr, T. A., & Juntunen, D. L. (1990). Promotions and employees' perceived mobility channels: The effects of employee sex, employee group, and initial placement. Human Relations, 43, 455-472.

Beehr, T. A., King, L. A., & King, D. W. (1990). Social support and occupational stress: Talking to supervisors. Journal of Vocational Behavior, 36, 61-81.

McGrath, J. E., & Beehr, T. A. (1990). Time and the stress process: Some temporal issues in the conceptualization and measurement of stress. Stress Medicine, 6, 93-104.

Beehr, T.A. (1991). Stress in the workplace: An overview. In J. W. Jones, B. D. Steffy, & D. W. Grant (Eds.), Applying psychology in business: The handbook for managers and human resource professionals (pp. 709-714). Lexington, MA: Lexington Books.

Colarelli, S. M., & Beehr, T. A. (1991). Effective organizations in the 21st Century. In J. W. Jones, B. D. Steffy, & D. W. Bray (Eds.). Applying psychology in business: The

handbook for managers and human resource professionals (pp. 58-67). Lexington, MA: Lexington Books.

Jex, S. M., & Beehr, T. A. (1991). Emerging theoretical and methodological issues in the study of work-related stress. In G. R. Ferris & K. Rowland (Eds.). Research in Personnel and Human Resources Management Volume 9. Greenwich, CT: JAI Press, Inc., 311-364.

Beehr, T. A., & McGrath, J. E. (1992). Social support, occupational stress and anxiety. Anxiety, Stress, and Coping, 5, 7-19.

Colarelli, S. M., & Beehr, T. A. (1992). Selection out: Firings, layoffs, and retirement. In N. Schmitt & W. C. Borman (Eds.), Personnel Selection in Organization. San Francisco: Jossey-Bass, 341-384.

Fricko, M. A., & Beehr, T. A. (1992). A longitudinal investigation of interest congruence and gender concentration as predictors of job satisfaction. Personnel Psychology, 45, 99-117.

Gupta, N., Jenkins, G. D., Jr., & Beehr, T. A. (1992). The effects of turnover on perceived job quality. Group and Organization Management, 17, 431-445.

Jex, S. M., Beehr, T. A., & Roberts, C. K. (1992). The meaning of occupational "stress" items to survey respondents. Journal of Applied Psychology, 77, 623-628.

Nielson, N. L., & Beehr, T. A. (1992). Payout elections of participants in a public pension. Benefits Quarterly, (second quarter), 59-69.

Beehr, T. A., & Taber, T. D. (1993). Perceived intraorganizational mobility: Reliable versus exceptional performance as means to getting ahead. Journal of Organizational Behavior, 14, 579-594.

Beehr, T. A., Weisbrodt, D. M., & Zagumny, M. J. (1994). Satisfaction with subordinates: A neglected research issue concerning supervisors. Journal of Applied Social Psychology, 24, 1665-1684.

Fenlason, K. J., & Beehr, T. A. (1994). Social support and occupational stress: Effects of talking to others. Journal of Organizational Behavior, 15, 157-175.

Lancaster, S. J., Colarelli, S. M., King, D. W., & Beehr, T. A. (1994). Job applicant similarity on cognitive ability, vocational interests and personality characteristics. Do similar people choose similar jobs? Educational and Psychological Measurement, 54, 299-316.

O'Driscoll, M. P., & Beehr, T. A. (1994). Supervisor behaviors, role stressors and uncertainty as predictors of personal outcomes for subordinates. Journal of

Organizational Behavior, 15, 141-155.

O'Hara, K. B., Beehr, T. A., & Colarelli, S. M. (1994). Organizational centrality: A third dimension of intraorganizational career movement. Journal of Applied Behavioral Science, 30, 198-216.

Nielson, N. L., & Beehr, T. A. (1994). Retirement income for surviving spouses. Public Personnel Management Journal, 23, 407-428.

Beehr, T. A. (1995). Psychological stress in the workplace. New York: Routledge.

Beehr, T. A., Johnson, L. B., Nieva, R. (1995). Coping of police and their spouses: Journal of Organizational Behavior, 16, 3-25.

Dunseath, J., Beehr, T. A., & King, D. W. (1995). Job stress-social support buffering effects across gender, education, and occupational groups in a municipal workforce. Review of Public Personnel Administration, 15, 60-83.

Talaga, J. A., & Beehr, T. A. (1995). Are there gender differences in predicting retirement? Journal of Applied Psychology, 80, 16-28.

Ferris, G. R., Frink, D. D., Beehr, T. A., & Gilmore, D. C. (1995). Political fairness and fair politics: The conceptual integration of divergent constructs. In R. S. Cropanzano & K. M. Kacmar (Eds.), Organizational Politics, justice, and support: Managing the social climate of the workplace (pp. 21-36). Westport, Connecticut: Quorum Books.

Beehr, T. A. & Nielson, N. L. (1995). Descriptions of job characteristics and retirement activities during the transition to retirement. Journal of Organizational Behavior, 16, 681-690.

Beehr, T. A., Fenlason, K. J., & Gudanowski, D. M. (1996). Work and stress: Implications for human resources management. In G. R. Ferris & M. R. Buckley (Eds.). Human resources management: Perspectives, context, functions, and outcomes (pp. 449-460). Englewood Cliffs, NJ: Prentice-Hall.

Beehr, T. A., & McGrath, J. E. (1996). The methodology of research on coping: conceptual, strategic, and operational-level issues. In M. Zeidner & N. S. Endler (Eds.). Handbook of coping: Theory, research, applications, (pp. 65-82). New York: John Wiley & Sons.

Beehr, T. A., Drexler, J. A., & Faulkner, S. (1997). Working in small family businesses: Empirical comparisons to non-family businesses. Journal of Organizational Behavior, 18, 297-312.

Adams, G. A., & Beehr, T. A. (1998). Turnover and retirement: A comparison of their similarities and differences. Personnel Psychology, 51, 643-665.

- Beehr, T. A. (1998). An organizational psychology meta-model of occupational stress. In C. L. Cooper (Ed.), Theories of organizational stress (pp. 6-27). New York: Oxford University Press, Inc.
- Beehr, T. A. (1998). Research on occupational stress: An unfinished enterprise. Personnel Psychology, 51, 835-844.
- Beehr, T. A., Jex, S. M., Stacy, B. A., & Murray, M. A. (2000). Workstressors and coworker support as predictors of individual strain and job performance. Journal of Organizational Behavior, 21, 391-405.
- O'Driscoll, M. P., & Beehr, T. A. (2000). Moderating effects of perceived control and need for clarity on the relationship between role stressors and employee affective reactions. Journal of Social Psychology, 140, 151-159.
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VITA P. 19
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VITA P. 20
Terry A. Beehr

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