

# JOHN P. STEELE

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## EDUCATION

Ph.D., Industrial/Organizational Psychology	Kansas State University	Anticipated December, 2008
Graduate Certificate Conflict Resolution	Kansas State University	December, 2007
M. S., Industrial/Organizational Psychology	Kansas State University	December, 2006
B. S., Industrial/Organizational Psychology	Morningside College	May, 2005
B. S., Business Administration, HR Emphasis	Morningside College	May, 2005

## REFERRED PAPERS PRESENTED AND PUBLISHED

**Steele, J. P., & Fullagar, J. A.** (2008). Flow among students: Antecedents and consequences. *Journal of Psychology: Interdisciplinary and Applied, Forthcoming.*

**Steele, J. P.** (2008, May). *Does conflict efficacy reflect a trainable skill?* Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

**Steele, J. P.** (2008, May). *Effects of conceptualizing conflict on intensity, frequency, efficacy, and style.* Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

**Steele, J. P., & Fullagar, J. A.** (2008, May). *Flow, engagement, and quality of life: A student well-being model.* Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Slick, R. F., Evans, D. F., Kim, E., & **Steele, J. P.** (2006, May). *Using simulators to train novice teen drivers: Assessing psychological fidelity as a precursor to transfer of training.* Paper presented at the Dsc-Asia/Pacific Driving Simulator Conference, Tsukuba, Japan.

**Steele, J. P. & Pinto, J. N.** (2006). Influence of leader trust on policy agreement. *PSI CHI Journal of Undergraduate Research, 11, 21-29.*

**Steele, J. P., Phillips, A. E., & Burns, S. R.** (2005, April). *Who cheats? Predicting academic dishonesty through personality and behavioral patterns.* Paper presented at the annual meeting of the Great Plains Conference, Creighton University, NE (Awarded 2<sup>nd</sup> place in Social Psychology section).

**Steele, J. P., & Pinto, J. N.** (2005, April). *The psychometric properties and preliminary results of an online organization assessment survey.* Paper presented at the annual meeting of the Great Plains Conference, Creighton University, NE (Awarded 1<sup>st</sup> place in Industrial/Organizational Section).

**Steele, J. P. & Pinto, J. N.** (2004, November). *Influence of leader trust on policy agreement*. Paper presented at the biennial meeting of the NPS/PERK Joint Convention, University of Kearney, NE. (Awarded 25/25 oral research score).

## **REFEREED POSTER PRESENTATIONS**

**Steele, J. P.** (2008, August). *Facilitators and outcomes of student engagement in a college setting*. Poster presented at the annual American Psychological Association Convention (APA), Boston, MA.

Rupayana, D. D., Fullagar, J. A., & **Steele, J. P.** (2008, May). *Flow: Conceptualization and construct validity*. Poster presented at the annual meeting of the Midwestern Psychological Association (MPA), Chicago, IL.

**Steele, J. P.** (2008, April). *Conceptual equivalency and Inter-rater reliability in a 360<sup>o</sup> leadership assessment*. Poster presented at the annual meeting of Society of Industrial and Organizational Psychology (SIOP), San Francisco, CA.

**Steele, J. P.** (2008, April). *Rating behaviors in a 360<sup>o</sup> Assessment: Estimation patterns and convergence*. Poster presented at the annual meeting of Society of Industrial and Organizational Psychology (SIOP), San Francisco, CA.

**Steele, J. P.**, Phillips, A. E., & Burns, S. R. (2006, May). *Profiling a cheater: An examination of academic dishonesty at the college level*. Poster presented at the annual meeting of the Midwestern Psychological Association (MPA), Chicago, IL.

**Steele, J. P. & Pinto, J. N.** (2005, April). *Influence of leader trust on policy agreement*. Poster presented at the annual meeting of Society of Industrial and Organizational Psychology (SIOP), Los Angeles, CA.

**Steele, J. P.**, Phillips, A. E., & Burns, S. R. (2005, April). *College success: What is a better predictor personality or behavior?* Poster presented at the annual meeting of the Great Plains Conference, Creighton University, NE.

## **MANUSCRIPTS IN PROGRESS**

**Steele, J. P.** *Leader Azimuth Check: Validation and identification of common competencies*. (ARI Technical Report in progress). Ft Leavenworth, KS: Army Research Institute.

**Steele, J. P.** *Leader Azimuth Check: Between-source comparisons and rating trends*. (ARI Technical Report in progress). Ft Leavenworth, KS: Army Research Institute.

## RESEARCH EXPERIENCE

### Army Research Institute, Leadership Development Research Unit (May, 2007—Present)

Chief: Dr. Stanley Halpin

The Army Research Institute (ARI) Leadership Development Research Unit (LDRU) Conducts research on the development of the requisite cognitive, interpersonal, and team skills for future Army leaders. Building on concepts such as the Avolio-Bass Full Range Model, Sternberg's tacit knowledge, case-based learning, self-awareness, and adaptivity, the research program develops and evaluates leader development approaches suited for self-development, field, or schoolhouse.

### Office of Education, Innovation, and Evaluation (November, 2006—May, 2007)

Director: Dr. Linda Thurstone

The Office of Educational Innovation and Evaluation (OEIE) is affiliated with Kansas State University (KSU) and the College of Education. Work is collaborated with state and federal agencies, school districts, universities, and foundations to provide comprehensive and collaborative project development, strategic planning, and evaluation services for educational programs and a variety of projects for business and industry.

### U.S.D.A. Food Service Safety Grant Research Assistant (June, 2006—August, 2006)

Principal Investigator: Dr. Carol Shanklin

The United States Department of Agriculture Food Service Safety project had two primary goals: to understand worker motivation to prepare food safely and to modify worker attitudes and behaviors to enhance food preparation safety in restaurants.

### S.T.A.R Lab Research Assistant (August, 2005—June, 2006)

Principal Investigator: Dr. Renee Slick

Simulation, Training and Assessment Research (STAR) Lab at K-State is part of an initiative by Drive Safety, an organization that creates driving simulators and researches their effectiveness in industry and academic settings. The two main purposes of the lab were to work with teen drivers to assess the training effectiveness of simulators and to study whether such training transfers to real-life driving situations.

## HONORS

International Scholar Laureate Program Nominee	(2007)
The Chancellor's List	(2006)
The National Dean's List	(2005)
Who's Who Among Students in America's Universities and Colleges	(2005)
Wall Street Journal Award	(2005)
Morningside College Dean's List 4.0 Scholar	(2004)
MCI Most Valuable Professional	(2000)

## **LEADERSHIP**

President of Morningside College SHRM Chapter	(2004 - 2005)
Morningside College PSI CHI Officer	(2004 - 2005)
Bankers Life & Casualty Co. Field Trainer/Manager	(2002 - 2003)
Captain of Morningside College Men's Varsity Soccer Team	(2001 - 2002)
MCI Leadership Development Representative	(2000 - 2001)

## **PROJECTS/CONSULTING**

Worked on AZIMUTH Leader Check 360° feedback system	(Army Research Institute)
Worked on Accelerating Leader Development	(Army Research Institute)
Assisted implementation and assessment of leader skills and conflict training	(St. Joseph's Village)
Assessed leadership, trust, member satisfaction	(Waseca Teacher's Union)
Developed job analysis, job description, and recruiting procedures	(Bankers Life & Casualty)
Developed new agent training curriculum	(Bankers Life & Casualty)
Created "While You Were Out" system of management reporting	(MCI)
Created legal document on company calling card procedures	(MCI)
Developed new representative training curriculum	(MCI)
Critiqued Conflict Certificate Program assessment	(Kansas State University)
Conducted job analysis, description, and performance evaluation for professors	(Morningside College)
Critiqued Psychology Department assessment	(Morningside College)
Advised on creation and development of human resource management major	(Morningside College)
Assisted with a 360° feedback assessment	(Sioux City School District)

## **TEACHING/TRAINING**

General Psychology	Barton County Community College, Ft. Riley, KS
Teaching Assistant, Core Conflict Resolution	Kansas State University, Manhattan, KS
Teaching Preceptorship	Morningside College, Sioux City, IA
Teaching Assistant, Introduction to I/O Psychology	Morningside College, Sioux City, IA
Teaching Assistant, General Psychology	Morningside College, Sioux City, IA
Field Trainer/Manager	Bankers Life & Casualty Co., Sioux City, IA

## **PROFESSIONAL AFFILIATIONS**

Midwestern Psychological Association (MPA), Graduate Student Member
PSI CHI, Student Member
Society for Industrial and Organizational Psychology (SIOP), Graduate Student Member