

William S. Weyhrauch

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Education

- Ph.D.** Kansas State University – Industrial/Organizational Psychology May 2012
(in progress) Major Advisor: Dr. Satoris Culbertson
- M.S.** Kansas State University - Industrial/Organizational Psychology May 2010
Major Advisor: Dr. Satoris Culbertson
Thesis: Effects of Performance Appraisal Purpose and Rater Expertise on Rating Error.
- B.S.** Baker University – Psychology, minor in Business May 2007
Summa Cum Laude

Work Experience

- Research Fellow**, Consortium of Universities of the Washington Metropolitan Area
Working with researchers at the U.S. Army Research Institute's Fort Leavenworth Research Unit. involved in research on team development tools and issues of cross-cultural interaction.
- Graduate Research Assistant**, Kansas State University Office of Assessment
Tasks involved survey design, database management, data analysis, and drafting professional correspondence.
- Hall Director/Community Advisor**, Baker University (2006-2007)
Oversight of a residence of 30 upperclassmen students. Required community development, facility management, policy enforcement, and various administrative duties.
- Summer Conference Staff**, Baker University (summer 2005 & 2006)
Responsible for coordinating the living arrangements of short term summer camps and assisting the camp leaders with the use of equipment and facilities.
- Resident Assistant**, Baker University (2004-2005)
Responsible for supervision of approximately 25 freshman and sophomore residents. Responsibilities include activity planning and facility management.
- Camp Staff**, Parks and Recreation of Topeka (Summer 2003 & 2004)
Counselor at day long outdoor arts camp for 8-13 year olds, extensive leadership, activity planning, and conflict resolution responsibilities.

Scholarly Publications

- Weyhrauch, W.S.**, Culbertson, S.S., Mills, M.J. & Fullagar, C.J. (2010). Engaging the engagers: Implications for the improvement of extension work design. *Journal of Extension* [Online], 48(3), Article 3FEA5. Available at: <http://www.joe.org/joe/2010june/a5.php>.

Conference Presentations

- Weyhrauch, W.S.**, & Culbertson, S.S. (2011, April). *Development and Initial Validation of the Teamwork Self-Efficacy Scale*. Poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Weyhrauch, W.S.** & Culbertson, S.S. (2011, April). *Performance Appraisal Purpose and Rater Expertise: Effects on Rating Error*. Poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Huffcutt, A.I., Culbertson, S.S. & **Weyhrauch, W.S.** (2011, April). *Employment Interview Reliability: Updating Conway, Jako, and Goodman (1995)*. Poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Weyhrauch, W.S.**, Metcalf, K.A., Freeman, T.E., & Ramsden Zbylut, M. (2010, August). *The evolution of advisory behaviors: Evidence of progress in the advisor mission*. Poster to be presented at the American Psychological Association 2010 Conference, San Diego, CA.
- Brunner, J.M., **Weyhrauch, W.S.**, Ramsden Zbylut, M., & Metcalf, K.A. (2010, August). *Cultural Knowledge as a Facilitator of Effective Cross-Cultural Relationships*. Poster to be presented at the American Psychological Association 2010 Conference, San Diego, CA.
- Freeman, T. E., Metcalf, K. A. & **Weyhrauch, W.S.** (2010, August). *The boundary spanner role of transition team chiefs*. Poster to be presented at the American Psychological Association 2010 Conference, San Diego, CA.
- Metcalf, K.A., **Weyhrauch, W.S.**, Freeman, T., Phelps, C. E. (2010, August). *Importance of culture-general knowledge for effective advisors*. In K. Metcalf (Chair), Culture-general knowledge and training for the military. Symposium accepted to the American Psychological Association 2010 Conference, San Diego, CA.
- Weyhrauch, W.S.** & Culbertson, S.S. (2010, April). *Getting Lucky: Attributing Ambiguous Job Performance to Situational Factors*. Poster presented at the K-State Research Forum. Manhattan, KS.
- Weyhrauch, W.S.** (2009, January). *Assessment of Student Learning at K-State*. Poster presented at the 6th annual teaching retreat of the Center for Advancement of Teaching and Learning "On the Road to Teaching Excellence: Our Journey as Teachers" Manhattan, KS, January 13, 2009.
- Youngcourt, S. S., Huffman, A. H., Alden-Anderson, R., **Weyhrauch, W.S.**, & Tubré, T. C. (2008, April). *Leader-member exchange and work-family interactions: The mediating role stress*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Research in Brief

- Weyhrauch, W.S.** & Culbertson, S.S. (2010). Psychological strength training: Can it Help Employees Enhance Their Well-Being? *Academy of Management Perspectives*, 24(2), 82-83.
- Weyhrauch, W.S.** & Culbertson, S.S. (2009). Creating a performance incentive system: Can risk, distortion, and manipulation be successfully balanced? *Academy of Management Perspectives*, 23(3), 98-100.

Commentaries

- Waples, C.J., **Weyhrauch, W.S.**, Connell, A.R., & Culbertson, S.S. (2010). Questionable defeats and discounted victories for Likert rating scales. *Industrial and Organizational Psychology*, 3, 477-480.

Technical Reports

- Revised Unclassified Position Description for Kansas State University Office of Environmental Health & Public Safety based on job analysis conducted through PSYCH 960: Seminar in Job Analysis
- Hawks, S. & **Weyhrauch, W.S.** (2008)
2007-2008 Senior Survey University Summary Report & Individual College Reports
- Hawks, S., **Weyhrauch, W.S.** & Kracht, B. (2008)
2007-2008 One-Year Alumni Survey University Summary Report & Individual College Reports
- Hawks, S., Kracht, B., & **Weyhrauch, W.S.** (2008)
2007-2008 Four-Year Alumni Survey University Summary Report & Individual College Reports

Honors and Awards

- Dunlap Award (Fall 2010)
Honorable Mention, K-State Research Forum (Spring 2010)

Graduated Summa Cum Laude (Spring 2007)
Alpha Delta Sigma Academic Honorary Society (Spring 2007)
Mildred Hunt Riddle Departmental Scholarship (2006)
Student Senate Outstanding Male Scholar (2005)
Baker University Dean's List (Fall 2004 – Spring 2007)

Professional Affiliations

Society for Industrial/Organizational Psychology
American Psychological Association
Psi Chi

Committees/Service Associations

Graduate Association of Psychology Students (GAPS) – Secretary/Treasurer (May 2009 - May 2010)
Collaboration between Academic Affairs and Student Affairs for the Teaching and Learning and
Assessment of Critical Thinking (Fall 2007 – present)

References

Satoris S. Culbertson, Ph.D., Assistant Professor of Psychology

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Kimberly A. Metcalf, Ph.D., Research Psychologist

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