
Michael A. Surrette, Ph.D.
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Department of Psychology
Springfield College
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PROFESSIONAL STRENGTHS:

- Ph.D. in Experimental Psychology
- Master's Degree in Industrial/Organizational Psychology
- Twenty Five Years Full Time University Teaching Experience
- Excellent Communication Skills (written and oral)
- Excellent Supervisory and Leadership Experience
- Research Experience (15 publications / 38 presentations)
- Owner and Operator of Small Business (1995 - 1999)

EDUCATION:

Ph.D., Department of Psychology, University of Rhode Island, Kingston, RI
Specialization in *Quantitative Methods and Experimental Design* (1991)

M.A., Department of Psychology, Radford University, Radford, VA,
Specialization in *Industrial and Organizational Psychology* (1988)

B.A., Department of Psychology, Roger Williams University, Bristol, RI,
General Psychology (1986)

TEACHING EXPERIENCE:

Professor, Department of Psychology (August 1999 – present)
Springfield College, Springfield, MA

Since my arrival at Springfield College I have maintained a divided teaching load between graduate and undergraduate courses. My primary teaching at the graduate level has been within the Industrial / Organizational Psychology Program. I have also maintained a teaching load within our Undergraduate Psychology program. The courses I have taught within the I/O Graduate Program include...

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|--------------------------------------|----------------------------------|
| • Talent Acquisition | • Research Project in Psychology |
| • Organizational Conflict Management | • Training & Development |
| • Group Dynamics | • Career Development |
| • Psychology in Organizations | • Consulting Skills |

Courses I have taught within the Undergraduate Psychology program include...

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|------------------------------------|---------------------------|
| • Introductory Statistics | • Social Psychology |
| • Forensic Psychology | • Introductory Psychology |
| • Human Relations in Organizations | • Coordinating Seminar |

I am also responsible for supervising student research, thesis projects, and serve as a faculty advisor for an average of 25 Psychology students. At the college level, I am a member of committees where my background and experience may be of assistance. In addition, I provide professional and personal service to the community in areas of my interest and training.

Director, I/O Psychology Masters Program (8/25/00 – 8/25/02 & 5/15/07 - present)
Springfield College, Springfield, MA

Responsibilities as Director of the Industrial and Organizational Psychology Master's Degree Program include, but are not limited to, the following activities:

- Direct program activities for the Industrial and Organizational Graduate Program
- Review Program components, curriculum and requirements
- Coordinate Program components with Adjunct & Springfield College faculty
- Review and revise Program documents and public relations materials
- Recruit new students
- Interview potential applicants
- Review applicant files; set Program admission's criteria; determine applicant's eligibility
- Provide an orientation for new and continuing students

Associate Professor, Department of Psychology (September 1991 - June 1999)
University of Wisconsin- Platteville, Platteville, WI

As an Associate Professor at the Platteville campus of the University of Wisconsin System, my responsibilities were broken down into several areas. My primary responsibility was to teach four courses each semester. Courses taught included

- Industrial Psychology
- Statistics
- Psychology and the Law
- Social Psychology
- Introductory and Advanced Experimental Psychology
- Introductory Psychology

In addition I was responsible for student advising, serving on University, College, and Departmental committees.

Graduate School Teaching Experience (September 1986 - May 1991)

As a graduate student at Radford University (1986-1988) and the University of Rhode Island (1988 - 1991) I was responsible for teaching undergraduate courses in General Psyc (8 sections), Experimental Psyc (1 section), and Statistics (6 sections) over this five year period. Activities included lecture writing, lecture presentation, test construction, and student advising. Additional duties included teaching students how to analyze data and the proper APA format for research reports.

Professional Consulting Experience:

Consultant (September 1987 - present)
Professional Edge Consulting, East Longmeadow, MA

As a consultant I have made my professional services available to area organizations. My services have been available to employers within business, non-profit, and public settings. Consulting activities have included, but are not limited to, Training, Program Evaluation, Group Dynamics, Personnel Selection, and Career Development. I offer my services on a fee for service basis, as well as provide services free of charge as part of my community service activities under my college contract.

While living in Wisconsin from September 1991 through July 1999, I consulted with Lands' End Corporation (Dodgeville, WI), Mil-Print Corporation (Lancaster, WI), and the Platteville Police Department (Platteville, WI). Prior to 1991, while working for a full-service consulting agency (based in Radford, VA), I was responsible for conducting preliminary and follow-up interviews with displaced workers seeking career guidance and resume preparation.

Personnel Intern (January 1988 - May 1988)
Roanoke County Human Resource Department, Roanoke, VA

As an intern, my major responsibility was to construct a pay-for-performance plan for the Roanoke County employees. Duties included researching other localities' pay-for-performance plans and interviewing representatives from each county to assess the effectiveness of their plan. Additional tasks included statistical analysis of a salary survey being conducted by the County of Roanoke.

Job Analyst (January 1987 - September 1987)
ASPA Job Analysis Center, Radford, VA

I was involved with two major projects. Responsibilities for the first project involved supervising and conducting a multi-method job analysis. Data were collected via the critical incident technique, Ammermann conference, and personal interviews. A series of job descriptions and task inventories for Radford University's Quest Program were the results of this job analysis.

Responsibilities for the second project involved creating a computerized job description program for credit union employees. Using the available job descriptions and task inventories on file, a computer BASIC program was written that allowed credit union employees to produce job descriptions by responding to questions generated by the program.

Research Assistant (Summer 1986 and Summer 1987)
Roger Williams University, Bristol, RI

My major responsibility was entering data into the university's computer system for analysis. Data were gathered during college orientation of incoming freshman. Activities included monitoring examinations, collection of test material, scoring tests, and coding test materials for computer analysis. Additional tasks included editing of reports written from the analyzed data.

PROFESSIONAL ACTIVITIES:

- Co-Authored a Statistics Book (2007 & 2013)
- Co-Authored an Industrial/Organizational Psychology Workbook (1996)
- Published 14 research articles in professional journals (1988 - present)
- Presented 32 research papers at professional conferences (1987 - present)
- Reviewer, Journal of Police and Criminal Psychology (1992 - present)
- President, Association of I/O Graduates (Radford University: 1989 - present)
- Associate Editor, Applied H.R.M. Research (1990 - 1993 / 1999 - 2008)
- President, Society of Police and Criminal Psychology (1994 & 2007)
- Editor, Applied H.R.M. Research (1994 - 1995)

PROFESSIONAL MEMBERSHIPS:

- Member, Society for Industrial and Organizational Psychology (SIOP)
- Member, Human Resource Management Association of Western new England (HRMA)
- Member, Society for Human Resource Management (SHRM)
- Member, Society of Police and Criminal Psychology (SPCP)
- Former Member, American Society for Training and Development (ASTD)
- Former Member, International Personnel Management Association – Assessment Council (IMPA-AC)

PUBLICATIONS/PRESENTATIONS

TEXT BOOK:

Aamodt, M.G., Surrlette, M.A., & Cohen, D. (2007 & 2013). *Understanding Statistics: A guide for I/O Psychologists and Human Resource Professionals*. Wadsworth, Cengage Learning (Belmont, CA)

WORK BOOK:

Aamodt, M.G., & Surrlette, M.A. (1996). *I/O Psychology in Action*. Brooks/Cole Publishing Company, Albany, NY.

JOURNAL ARTICLES:

Surrlette, M.A., Aamodt, M.G., & Serafino, G. (2004). Using MMPI special scale configurations to predict performance ratings of police officers in New Mexico. *Applied H.R.M. Research*, 9(2), 71-72

Olson, A.C. & Surrlette, M.A. (2004). The interrelationship among stress, anxiety, and depression in law enforcement personnel. *Journal of Police and Criminal Psychology*, 19(1), 36-44.

Surrlette, M.A. & Serafino, G. (2003). Relationship between personality and law enforcement performance. *Applied HRM Research*, 8(2), 89-92

Surrlette, M.A., Ebert, J.M., Willis, M.A., & Smallidge, T.M. (2003). A comparison of law enforcement officials' personality profiles based on size of community. *Public Personnel Management*, 32(2), 279-284.

Surrlette, M.A. (July, 2002). Ranking I-O graduate programs on the basis of student research presentations at IOOB: An update. *The Industrial-Organizational Psychologist*, 40(1), 113-116.

Parsons, T.E., Surrlette, M.A., & Marsh, R.L. (Spring, 2000). Increasing the ERP signal in the detection of guilty knowledge. *Journal of Police and Criminal Psychology*, 15(1), 17-26.

Aamodt, M.G., Dwight, S.A., & Surrlette, M.A. (1997). Incremental Validity of MMPI and MMPI-2 Clinical Scales in Detecting Malingering. *Journal of Police and Criminal Psychology*, 13(1), 1-8.

Dantzker, M.L., & Surrlette, M.A. (1996). The Perceived Levels of Job Satisfaction Among Police Officers: A Descriptive Review. *Journal of Police and Criminal Psychology*, 11(2), 7-12.

Karsten, M.F., Schroeder, M.K., & Surrlette, M.A. (1995). Impact of the Americans with Disabilities Act on Job Evaluation. *Labor Law Journal*, 46(7), 436-439.

Surrlette, M.A., & Harlow, L.L. (1992). Level of Satisfaction and Commitment to a Decisional Choice as Mediated by Locus of Control. *Applied H. R. M. Research*, 3(2), 92-113.

Surrlette, M.A., & Martasian, P.J. (1990). Handicap Parking: The Social Reasons for Its Abuse. *Journal of Police and Criminal Psychology*, 6(2), 23-25.

Surrette, M.A., Aamodt, M.G., & Johnson, D.L. (1990). Effects of Analyst Training and Amount of Available Job Related Information on Job Analysis Ratings. *Journal of Business and Psychology*, 4(4), 539-551.

Surrette, M.A. (1989). Ranking I/O Graduate Programs on the Basis of Student Research Presentations. *The Industrial - Organizational Psychologist*, 26(3), 41-44.

Kovach, R.C., Surrette, M.A., & Aamodt, M.G. (1988). Following Informal Street Maps: Effects of Map Design. *Environment and Behavior*, 20, 683-699.

CONFERENCE PRESENTATIONS:

Surrette, M.A. and LeGrand, K. (Sept 2015). *Gender as a BFOQ for Corrections Officer Assignments: Which Side of the Bars Prevails?* Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Atlanta, GA

Aamodt, M.G. and Surrette, M.A. (Sept. 2013). *Is The Decline In Serial Killing Partially Explained By A Reduction In "Free Range Kids"?* Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Ottawa, ON Canada

Surrette, M.A. and Aamodt, M.G. (Nov. 2012) *Here Today, Con Tomorrow: Factors Related to the Potential for Criminal Recidivism by Employees.* Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Birmingham, AL

Aamodt, M.G. and Surrette, M.A. (Nov. 2012) *The New EEOC Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions: Implications for Employers.* Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Birmingham, AL

Surrette, M.A. & Aamodt, M.G (2010). *Profile Differences in Serial Killers who Kill Twice Versus Three or More times.* Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Honolulu, Hawaii

Aamodt, M.G. & Surrette, M.A. (2010). *Using the Radford Serial Killer Database to Monitor Trends in Serial Murder.* Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Honolulu, Hawaii

Surrette, M.A., Mullins, W.C., & McMains, M.J. (2004). *The impact receiving immediate feedback has on hostage negotiation team performance.* Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Rome, Italy.

Olson, A.C. & Surrette, M.A. (2003). *The interrelationship among stress, anxiety, and depression in law enforcement personnel.* Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Corpus Christi, TX.

Surrette, M.A., Parsons, T.E. & Mullins, W.G. (2002). *The relationship between a hostage negotiation team's personality profile and their competition performance.* Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Orlando, FL.

Surrette, M.A. & De Franco, M.P. (2001). *Career development in the Massachusetts correctional facilities.* Paper presented at the annual meeting of the Society for Police and Criminal Psychology,

Austin, TX.

Surette, M.A., Ebert, J.M., & Willis, M.A. (2001). *A comparison of law enforcement officials' profiles based on size of community*. Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Austin, TX.

Surette, M.A. & Stevens, R.C. (2000). *The impact back-filling and quotas have on drill instructors at the state police-training academy*. Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Canton, OH.

Surette, M.A. & Stevens, R.C. (2000). *The meaning and understanding of a training philosophy: Who writes this stuff anyway?* Paper presented at the annual meeting of the Society of Police and Criminal Psychology, Canton, OH.

Surette, M.A. (2000). *Teaching forensic psychology: Serial Killers and Eyewitness Testimony*. Panel member for the discussion on teaching forensic psychology at the annual meeting of the Society for Police and Criminal Psychology, Canton, OH.

Surette, M.A. & Parsons, T.E. (1999). *The effects of attention deficit disorder on interview performance*. Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Long Island, NY.

Larson, J., Parsons, T.E. & Surette, M.A. (1999). *The influence of neutralization techniques in socially deviant situations*. Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Long Island, NY.

Phillips, A., Parsons, T.E., & Surette, M.A. (1999). *False memories of eyewitness reports*. Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Long Island, NY.

McCarthy, C., Surette, M.A., & Parsons, T.E. (1999). *The effects of icebreakers on group performance*. Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Long Island, NY.

Parsons, T.E., Tuescher, H.L., & Surette, M.A. (1999). *The use of implicit memory tasks in the detection of guilty knowledge: Part II*. Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Long Island, NY.

Surette, M.A., & Aamodt, M.G. (1996). *Burning Down the Mission: Issues in Profiling People Who Set Fire to Churches*. Paper presented at the annual meeting of the Society of Police and Criminal Psychology, Santa Fe, NM.

Surette, M.A. (1995). *The Use of Gender as a BFOQ for the Selection of Correctional Officers*. Paper presented at the annual meeting of the International Personnel Management Association - Assessment Council, New Orleans, LA.

Aamodt, M.G. & Surette, M.A. (1995). *Legal Issues in Selecting Employees*. Workshop presented at the annual meeting of the International Personnel Management Association - Assessment Council, New Orleans, LA.

Karsten, M.F., Schroeder, M.K., & Surette, M.A. (1995). *Impact of the Americans with Disabilities Act on Job Evaluation*. Paper presented at the 38th annual conference of the Midwest

Academy of Management, St. Louis, MO.

Surrette, M.A. (1994). *A Continued Look at the Use of Gender as a BFOQ in the Selection of Law Enforcement Personnel*. Paper presented at the Annual Meeting of the Society of Police and Criminal Psychology, Madison, WI.

Surrette, M.A. (1994). *The Effect Perceived Choice has on an Individual's Commitment and Satisfaction to a Choice*. Paper presented at the Spring Conference of the Midwest Association for Behavior Analysis & Therapy (MABAT), Mankato, MN.

Surrette, M.A. (1993). *Can Gender Ever Be a BFOQ in the Selection of Law Enforcement Personnel: An Analysis of Legal Decisions*. Paper presented at the annual meeting of the Society of Police and Criminal Psychology, New Orleans, LA.

Aamodt, M.G., & Surrette, M.A. (1993). *A Regression Analysis of the MMPI and MMPI-2 to Detect Malingering*. Paper presented at the annual meeting of the Society of Police and Criminal Psychology, New Orleans, LA.

Dwight, S., Aamodt, M. G., & Surrette, M. A. (1993). *A regression analysis of the MMPI and MMPI-2 to detect malingering*. Paper presented at the annual meeting of the Society of Police and Criminal Psychology, New Orleans, LA.

Surrette, M.A. (1992). *Teaching of Psychology and The Law: A Survey of Academicians and Professionals*. Paper presented at the annual meeting of the Society of Police and Criminal Psychology, Tampa, FL.

Aamodt, M.G., & Surrette, M.A. (1991). *A New Method of Using the MMPI to Detect Malingering*. Paper presented at the annual meeting of the Society of Police and Criminal Psychology, Richmond, VA.

Surrette, M.A., Aamodt, M.G., & Serafino, G. (1990). *Validity of the New Mexico Police Selection Battery*. Paper presented at the annual meeting of the Society of Police and Criminal Psychology, Albuquerque, NM.

Surrette, M.A. (1989). *Handicap Parking: Its Use and Abuse*. Presented at the annual meeting of the Society of Police and Criminal Psychology, Savannah, GA.

Surrette, M.A. (1988). *Effects of Analyst Experience and Amount of Information on Job Analysis Ratings*. Paper presented at the 9th annual I/O & O/B Graduate Student Conference, Toledo, OH.

Surrette, M.A. (1988). *Methods of Assessing Graduate School Program Quality: An Alternative From the Traditional Procedure*. Paper presented at the 9th annual I/O & O/B Graduate Student Conference, Toledo, OH.

Surrette, M.A., & Aamodt, M.G. (1988). *A Survey of Selection and Promotional Techniques Used by Small Town Police Departments*. Paper presented at the annual meeting of the Society of Police and Criminal Psychology, San Antonio, TX.

Kovach, R.C., Aamodt, M.G., Surrette, M.A., & Whitcomb, A.J. (1988). *Contextual, Student, and Instructor Factors Involved in College Student Absenteeism*. Paper presented at the 10th annual National Institute on the Teaching of Psychology, St. Petersburg, FL.

Surrette, M.A. (1987). *Relationship Between Staff Attitude and Staff Behavior Toward Youths in a Delinquency Program*. Paper presented at the annual meeting of the Society of Police and Criminal Psychology, New Orleans, LA.

Surrette, M.A., & Kovach, R.C. (1987). *Relationship Between Personality, Mental Ability, Driving Aptitude and Automobile Accidents and Traffic Violations*. Paper presented at the 8th annual I/O & O/B Graduate Student Conference, Knoxville, TN.

Kovach, R.C., & Surrette, M.A. (1987). *Effects of Map Style, Map Complexity, and Mental Ability on Map Following Performance*. Paper presented at the 8th annual I/O & O/B Graduate Student Conference, Knoxville, TN.

Committee Assignments at Springfield College (August 1999 - present)

Department of Psychology:

- Director - I/O Psychology Master's Program (8/25/00 – 8/25/02; 5/15/07 - present)
- Faculty Advisor - Springfield College Student Chapter of the Society of Human Resource Management (SHRM) (Fall 1999 – present)
- Web Author (Fall 2002 – present)
- Academic Schedule Manager
- Member - Search and Screen Committees
- Chair – Scholarship Committee (Fall 2002 – Spring 2006)
- Member - Scholarship Committee (Fall 1999 – Spring 2002)
- Coach – Department of Psychology Softball Team (September, 2003 – present)

College:

- Member – Faculty Senate (FPC) (Fall 2012 – Spring 2014)
- Faculty Moodle Champion (3 years)
- Member – iPad Initiative (August 2013 - present)
- Vice President – Faculty Senate (Fall 2003 – Spring 2005)
- Chair – Faculty Personnel Committee (Fall 2003 – Spring 2005)
- Chair – Faculty Grievance Committee (Fall 2003 – Spring 2005)
- Member - Faculty Senate (Fall 2001 – Spring 2003)
- Member - Faculty Personnel Committee (Fall 2000 – Spring 2003)
- Member – Faculty Grievance Committee (Fall 2001 – Spring 2003)
- Member – A,S & PS Dean's Advisory Committee (Fall 2002 – Spring 2005)
- Faculty Advisor - Graduate Student Organization (GSO) (Fall 2000 – Spring 2004)
- Member – Faculty Personnel & Development & Workload Committee (Fall 2000 – Spring 2001)
- Member - Business Affairs Committee (Fall 2000 – Spring 2001)
- Member - Social Justice Committee (Fall 2000 – Spring 2001)

Committee Assignments at University of WI-Platteville (August 1991- May 1999)

Department:

- Chairperson - Department's Human Subjects Review Board (1991 - 1993)
- Chairperson - Textbook Selection Committee (General Psychology) (Spring 1992)
- Member - Search and Screen Committee (Spring 1992)
- Member - Lab Modernization Committee (Spring & Fall 1994)
- Library Liaison for Department of Psychology (1996 - 1997)
- Chairperson - Search and Screen Committee (Fall 1996)
- Member - Search and Screen Committee (Spring 1997)
- Co-Developed the Steward Program within the Department of Psychology (1998)

College:

- Site Coordinator: A Live Interactive Videoconference. "Successfully Employing People with Disabilities: What Managers Need to Know" (Spring 1993)
- Fall Orientation Workshop - A Success Seminar (Personality Types on Campus) (1994)
- Member - Grants / Lab Modernization Ad Hoc Committee (1995 - 1996)
- Member - Curriculum Committee (Spring 1996)
- Member - Liberal Arts and Education Budget Committee (1998)

University:

- Co-Chairperson - Second Annual Tri-State Undergraduate Psychology Conference (Fall 1992)
- Participated in the University's *Classified Staff Training Workshop* entitled "Elements of work, a recipe for survival and maybe even success" (August 24, 25, & 26 - 1993)
- Tour John Deere for Outreach Consulting Opportunities (Fall 1994)
- Member - Institutional Review Board for research with human subjects (1995 - 1999)
- Member - Assessment Oversight Committee (1996 - 1997)
- Chairperson - Alcohol and Drug Advisory Committee (1997)
- Member - Affirmative Action and Equal Opportunity Committee (1997)
- Member - Appeals Commission (1998)
- Member - Complaints and Grievances Commission (1998)