

Ricardo R. Brooks, Ph.D.

CURRICULUM VITAE

Psychology Department
Pennsylvania State University
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Email: Ricardo.Brooks@psu.edu

EDUCATION

2024 Ph.D., Industrial-Organizational Psychology, University at Albany, SUNY Albany, New York

2018 M.S., Industrial-Organizational Psychology, Missouri State University Springfield, Missouri

2018 GRCT, Statistics and Research Design, Missouri State University

2015 B.A., Psychology, Saint Louis University, St. Louis, Missouri
Minor in Spanish

RESEARCH INTERESTS

Workplace Learning, Organizational Cybersecurity Behaviors, Financial Insecurity, Self-Regulation of Attention.

PUBLICATIONS

Martín-Raugh, M. P., Gallegos, E. A., Smith, K. M., **Brooks, R. R.**, & Kell, H. J. (2025). The Validity of Single-Response Situational Judgment Tests: A Nomological Network Meta-Analysis. *International Journal of Selection and Assessment*, 33(4), e70025.
<https://doi.org/10.1111/ijsa.70025>

Gallegos, E., Smith, K. M., Syed, J., **Brooks, R. R.**, & Martín-Raugh, M. P. (2024). Strategic responses to anti-DEI legislation: The promise of culturally responsive assessments. *Industrial and Organizational Psychology*, 17(4), 481–485. <https://doi.org/10.1017/iop.2024.48>

Brooks, R. R., Williams, K.J., & Lee, SY. (2023). Personal and contextual predictors of information security policy compliance: Evidence from a low-fidelity simulation. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-023-09878-8>

Roch, S. G., Zhuang, W., Park, J., Jin, F., & **Brooks, R. R.** (2023). Do just trainer behaviors matter? An investigation of felt obligation, affect, and endorsement of the just world hypothesis. *Journal of Personnel Psychology*. Advanced online publication.
<https://doi.org/10.1027/1866-5888/a000334>

Randall, J.G., **Brooks, R. R.**, & Heck, M. J. (2022). Formal and informal learning as deterrents of turnover intentions: Evidence from frontline workers during a crisis. *International Journal of Training and Development*, 26, 185-208. <https://doi.org/10.1111/ijtd.12254>

Brooks, R., Danna, G., Le, H., Matyasovszky, G., Nandigama, D., & Randall, J. G. (2021). Attention on the fritz? The influence of information and communication technology on attentional resources. *Industrial and Organizational Psychology*, 14(3), 397-400. <https://doi:10.1017/iop.2021.88>

Brooks, R. R., Matyasovszky, G., & Stack, D. (2021). The influence of UBI on selection: The job seeker and applicant attraction. *Industrial and Organizational Psychology*, 14(4), 616-619. <https://doi:10.1017/iop.2021.121>

Brooks, R. R., Oberdiear, L. L., & Fischer, D. L. (2021). Development and Validation of Implicit Measures of Emotional Intelligence Attributes. *Journal of Organizational Psychology*, 21(4), 153-162. <https://doi.org/10.33423/jop.v21i4.4550>

CONFERENCE PAPERS AND PRESENTATIONS

*Note: ** Indicates mentee work*

Gallegos, E., Martin-Raugh, M. P., Smith, K. M., **Brooks, R. R.**, & Kell, H. J. (2025, July 27-30). *The validity of single-response situational judgement test: A meta-analysis* [Conference Session]. Paper presented at International Personnel Assessment Council Annual Conference, Atlanta, GA, United States.

Martín-Raugh. M. P., Voss, N., **Brooks, R. R.** Kell, H. J., Rolwes, P. J., *A New Era for SJTs: Evaluating the Potential of NLP for Scoring Constructed Responses*. Poster presented to the European Association of Work and Organizational Psychology Bi-Annual Conference, Prague, Czech Republic.

Brooks, R. R., Randall, J.D., & Williams, K.J. (2025). *Exploring the “Risky-Business” of Employee Informal Field-Based Learning: Inclusion as a Precursor*. In, Yu, K.Y.T. (Chair) & Luciano, M.M. (Discussant), *The Dynamics of Informal Learning: The Interplay of Individual, Team, and Organizational Factors*. Paper presented at the annual meeting of The Academy of Management (AOM), Copenhagen, Denmark.

Brooks, R.R. (Speaker), Gray, C.E., King, D.D., Prasad, J, Regina, J. (2025). In C.E. Smith (Chair), We <3 academia: Advice on finding and thriving in your dream academic job [Panel presentation]. Accepted to the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Cavanaugh, K. J., Randall, J. G., **Brooks, R. R.**, Holladay, C. L., & Johnson, L. U. (2025). *The impact of leader EI on follower well-being and engagement* [Poster]. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Hemsey, D. R. (Co-Chair), Zajac, S. A. (Co-Chair), Davenport, M. K., (Discussant), **Brooks, R. R (Non-speaking role) (2025). *Best practices and research advancements in work-related informal learning* [Symposium]. Accepted to the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Martin-Raugh, M. P. (Co-Chair), & Kell, H. J. (Co-Chair) (2025). *Five rivers lead to one ocean: A unified perspective on SJT validity* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. **Brooks, R.** R., Martín-Raugh, M., Kell, H. J., & Lang, J. W. B. (2025). *The influence of cognitive ability on situational judgment test scores: The effects of fluid vs. crystallized intelligence*. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Martin-Raugh, P. M., Gallegos, E., Smith, M. K., **Brooks, R. R.**, & Kell, J. H. (2025). *The validity of single-response situational judgement tests: A meta-analysis* [Poster]. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Kochert, J., **Brooks, R. R.**, & Seybert, J. (2024). *AI in Action: Real-World Implementations in Personnel Selection* [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Delacruz, A. Y., (Co-Chair), Dickson, M. W., (Chair), Chawota, T. A., (Co-Chair), Zalewski, J. M., Rowley, S. J., **Brooks, R. R.**, (Speaker)... (2024). *Revisiting the Shift of I-O Psychologists to Business Schools* [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Johnson, L., Maneethai, D. **Brooks, R. R.**, Roberts, Z. Gaulding, A., Zusis, P., & Charef, L. (2023). *The Application Process*. SIOP Diversifying I-O Psychology Program. Virtual Conference, United States.

Brooks, R. R., Thompson, P.S., & Bolino, M.C. (2023, August). *How employee race and gender influences perceived organizational support for social justice: Implications for interpersonal helping*. In, Lee, Y.E. & Lin, K.J. (Chairs), *Rethinking organizational citizenship behaviors: Debunking long-held beliefs & revealing new findings*. Symposium presented at the annual meeting of The Academy of Management (AOM), Boston, MA.

Brooks, R. R., Matyasovszky, G., Goel, S., (2022). *Bridging the gap between psychological and cybersecurity research: The interaction between attentional vulnerabilities and information communication devices*. Research presented virtually at the Information Security and Education Collaborative (INSuRE), Albany, NY. In partnership with The MITRE Corporation, McClean, VA.

Brooks, R. R. (2021, October). *Alternative Antecedent for Adherence to Safety Policies and Procedures*. Paper presented virtually at the Rising Scholar's Conference at the Harvard Business School (HBS), Boston, MA.

Brooks, R. R., Williams, K., & Lee, S. (2021, April). *Compliance on a budget: The effects of climate and compliance budget on IS*. Paper presented virtually at the annual meeting of the Society of Industrial and Organizational Psychology (SIOP), New Orleans, LA.

Roch, S, Zhuang W., Park, J., Jin, F., **Brooks R. R.**, (2021, April). *Performance Rating Calibration Meetings, Rating Preference, and Rating Format*. Paper presented virtually

at the annual meeting of the Society of Industrial and Organizational Psychology (SIOP), New Orleans, LA

Brooks, R. R., Heck, M. J., Jin, F., Pierce, S., Waller, A., & Ash, J. (2020). *Informal learning and training motivation*. Research presented to the Regional Centers for Workforce Transformation and New York State Office for People with Developmental Disabilities, Albany, NY.

Roch, S., Zhuang W., Park, J., Jin, F., **Brooks R. R.** (2020, April). *Training and justice: Role of felt obligation and trainer just and unjust behaviors*. Paper presented virtually at the annual meeting of the Society of Industrial and Organizational Psychology (SIOP), Austin, TX.

Brooks, R. R., & Fischer, D. (2019, April). *Development and Validation of Implicit Measures of Emotional Intelligence Attributes*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology (SIOP), Washington, DC.

Brooks, R. R.*, Norris, K.*, Parker, K.*., & Thompson, P.S. (2018, April). *Supporting role innovation: Mediators of the role innovation-performance relationship*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.

*Authors 1st-3rd all contributed equally

Thompson, P.S., Maldonado, T., Parker, K.*., Norris, K.*., & **Brooks, R.*** (2018, April). *Be humble: A moderated-mediated model of impression management and gender on performance*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.

* Authors 3rd-5th all contributed equally

RESEARCH APPOINTMENTS

2024- Post-Doctoral Associate, Department of Psychology, University of TX, Arlington
Principal Investigator: Dr. Michelle Martín-Raugh

2018- Lab Manager, Department of Psychology, University at Albany, SUNY
Principal Investigator: Dr. Kevin Williams

2018- Co-Researcher, Department of Psychology, University at Albany, SUNY
Principal Investigator: Dr. Jason Randall

2018- Grad Research Assistant, Department of Psychology, University at Albany, SUNY
Principal Investigator: Dr. Sylvia Roch

2017- Present Co-Researcher, Pamplin College of Business, Virginia Tech University
Principal Investigator: Dr. Phillip Thompson

2017- 2018 Grad Research Assistant, College of Education, Missouri State University
Principal Investigator: Dr. O. Gilbert Brown

2016- Grad Research Assistant, Department of Psychology, Missouri State University

2018

Principal Investigator: Dr. Donald L. Fischer

GRANTS

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| Fall 2024 | (Unfunded) SSRI Faculty Fellow. <i>Empowering the Future Workforce: Better Understanding Modern Approaches to Learning.</i> \$16,000 (Role: PI) |
| Summer 2023 | Travel Grant, Graduate Student Employee Union, University at Albany, SUNY Submitted |
| Summer 2022 | Travel Grant, Graduate Student Employee Union, University at Albany, SUNY Awarded: \$466.50 |
| Summer 2019 | Travel Grant, Graduate Student Employee Union, University at Albany, SUNY Awarded: \$600.29 |

TEACHING EXPERIENCE

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| 2025- | Personnel Selection and Appraisal, Department of Psychology, Penn State University, graduate seminar, 1 section in person, fall session |
| 2024- | Industrial Organizational Psychology, Department of Psychology, Penn State University, 2025 Mid-level undergraduate course, 1 section in person, spring session |
| 2024- | Industrial Organizational Psychology, Department of Psychology, Penn State University, 2025 Mid-level undergraduate course, 1 section in person, fall session |
| Spring 2023 | Industrial Organizational Psychology, Department of Psychology, University at Albany, SUNY, Upper-level undergraduate course, 1 section in person, spring session |
| 2022- | Learning, Department of Psychology, University at Albany, Upper-level undergraduate course, 3 online sections, winter and summer sessions |
| 2021 | Intro to Industrial-Organizational Psychology, Department of Psychology, University at Albany, Upper-level undergraduate course, 1 online section, summer session |

PROFESSIONAL DEVELOPMENT IN TEACHING

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| 2019 | Course Completed, Practicum in College Teaching |
| 2021 | Course Completed, Seminar in College Teaching |

INDUSTRY EXPERIENCE

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| 2023 | Independent Consultant, Present | Analyze and present annual survey data to Keu Organizational Stakeholders. |
| 2020- | Independent Consultant, Veterinary Hospital Managers Association | |
| 2023 | Certification test item development by Leading Item writing workshop, conducting focus groups with administrative and entry-level employees. | |
| 2020- | Independent Consultant, NY Alliance for Inclusion and Innovation | |
| 2021 | Develop training programs for entry-level employee positions. | |
| 2019- | Research Fellow, OutMatch Consulting, | |

2020 Conducting validation procedures on scales used for predicting job performance.
 Develop new scales for constructs.

2020- Independent Consultant, Veterinary Hospital Managers Association,
2023 Certification test item development via SME focus groups during item writing
 with administrative and entry-level employees.

2016- Organizational Development Associate, Andy's Seasoning, Inc.

2019 Support in the development of the performance management system and conduct
 employee engagement research.

PROFESSIONAL, COMMUNITY AND UNIVERSITY SERVICE

Service to the Profession

2023- Co-Chair, SIOP Diversifying I-O Psychology (DIP) Committee
Present

2023- Committee Member, 2024 Academy of Management HR Division Scholarly
2024 Achievement Award Committee

2021- Mentor, Blacks in I-O Psychology (BIOP)
Present

2016- Committee Member, SIOP Government Relations Advocacy Team (GREAT) Committee
2020

Service to the University

2025- Member, Penn State University, Psychology Department Planning and Advisory Committee

2026 Co-Chair Member, University at Albany, SUNY Psychology Department Diversity Committee

2022 Committee Member, University at Albany, SUNY Psychology Department Diversity Committee

2022 Committee Member, University at Albany, SUNY Psychology Department Diversity Committee

2021 Committee Member, University at Albany, SUNY Psychology Department Diversity Committee

2019- Mentor, University at Albany, SUNY Psychology Undergraduate Mentoring Program

2022 Speaker, University at Albany, SUNY Psychology New Doctoral Student Orientation

2022 Speaker, University at Albany, SUNY Psychology New Doctoral Student Orientation

Service to the Community

2019-2023 Co-Instructor and Guest Speaker, Girls Inc. Eureka! - Albany, NY, Program for late middle school and early high school girls in STEM

AWARDS

July **Innovations in Assessment Award – International Personnel Assessment**

2025 *Council (IPAC) Recognized for applying an innovative personnel assessment tool with demonstrated organizational impact.*

PROFESSIONAL MEMBERSHIPS

Academy of Management

Society for Industrial/Organizational Psychology (SIOP)

Blacks in I/O Psychology

Association for Talent Development

European Association of Work and Organizational Psychology (EAWOP)

PROFESSIONAL SKILLS

R Statistical Software, Communicative Spanish

REFERENCES

Kevin J. Williams, Ph.D.

Interim Dean, School of Business

Professor and Collins Fellow

University at Albany, SUNY

Phone: 518-956-8311

Email: kwilliams@albany.edu

Jason G. Randall, Ph.D.

Assistant Professor of Industrial-Organizational Psychology

Department of Psychology

Portland State University

Email: jason.g.randall@pdx.edu

Phil S. Thompson, Ph.D.

Assistant Professor of Organizational Behavior

Pamplin College of Business

Virginia Tech

Email: PST@vt.edu

Michelle Martín-Raugh, Ph.D.

Assistant Professor of Industrial-Organizational Psychology

Department of Psychology

University of Texas, Arlington

Email: michelle.martinraugh@uta.edu

Sylvia G. Roch, Ph.D.

Area Head of Industrial-Organizational Psychology

Professor of Industrial-Organizational Psychology

Department of Psychology

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