

Chan M. Hellman, Ph.D.

Associate Professor
Department of Human Relations
College of Arts & Sciences

Adjunct Assistant Professor
Department of Internal Medicine
College of Medicine

Founding Director
Center of Applied Research For Non-Profit Organizations
<http://arc.ou.edu>

University of Oklahoma – Tulsa
Schusterman Center
4502 East 41st Street
Tulsa, OK 74135-2512
918-660-3484
chellman@ou.edu

Educational Background

B.S. (December, 1988) Northwestern Oklahoma State University. Alva, Oklahoma. Major: Psychology; Minor: Business Administration.

M.A. (May, 1994) University of Central Oklahoma. Experimental Psychology with an emphasis on Personnel and Organizational Psychology.

Ph.D. (May, 2002) Oklahoma State University. Educational Psychology -- Specialization in Research, Evaluation, Measurements and Statistics.

Professional Positions

July 1, 2006 to Present: **Associate Professor (Tenured – July, 2007)**: University of Oklahoma, Department of Human Relations

July 1, 2002 to Present: **Assistant Professor (Tenure Track)**: University of Oklahoma, Department of Human Relations.

Professional Positions Continued

January 2001 to June 30, 2002:

Institutional Research and Assessment Officer: Rogers State University. Direct, supervise and consult on applied research activities that facilitate institutional effectiveness for Rogers State University. Research activities include (but not limited to) research design, data collection, analyses, reporting, and consulting.

October 1998 to December 2000

Division Chair – Liberal Arts and Community Services: Tulsa Community College. Academic administrator for University Parallel and Technical Occupational instructional disciplines including: Psychology, Sociology, Philosophy, Humanities, English, International Language, ESL, History, Political Science, Speech, Cultural Geography, Fire Protection Technology, Safety & Environmental Technology, Emergency Medical Technology, Criminal Justice, Law Enforcement, Human Services, and Interpreter Preparation Training. This division consists of 23 FTE faculty, approximately 100 adjunct faculty and an office of five support staff.

July 1995 to October 1998:

Director of Institutional Research: Tulsa Community College. Direct, supervise and consult on applied research activities that facilitate institutional effectiveness for TCC's four campuses. Research activities include (but not limited to) research design, data collection, analyses, reporting, and consulting.

January 1995 to June 1995:

Coordinator of Institutional Research: Oklahoma City Community College. Position duties focus upon research tasks designed to evaluate institutional effectiveness and augment strategic decision-making. Primarily conducted data analyses and reporting from survey design and archival data base. Additionally, program evaluation strategies were designed and implemented to assess the effectiveness of cooperative agreements OKCCC has with other educational institutions.

September 1993 to December 1994:

Program Evaluator: Oklahoma City Community College. Served as the primary investigator in implementing program evaluation procedures designed to examine the effectiveness of TECH PREP training for high school students as a method to improving occupational integration. This program is based upon career interest assessment, career training through cooperative education between high schools, area vo-tech, area colleges and universities, and business and industry. Primary duties include coordination across multiple school districts for student achievement data collection. Designed surveys to assess program implementation effectiveness. Analyzed data (both multivariate and bivariate analyses). Briefed community and college leaders (both locally and nationally) on results with possible recommendations for change.

April 1992 to September 1993:

Research Assistant: FAA, Civil Aeromedical Institute. Organizational Effectiveness Research Section (AAM-522). Assisted section supervisor carry out research tasks of a psychological nature with a special emphasis on organizational effectiveness, training needs, effectiveness assessment, and job applicant selection. When appropriate, served as primary investigator on various projects. Major duties included: Survey design and administration, coordination with management teams, data management and analysis (bivariate and multivariate), literature reviews, writing both technical and scientific publication.

June 1990 to April 1992:

Research Technician: OMNI Hi-Tech Engineering. Provided contractual services at Mike Monroney Aeronautical Center, Civil Aeromedical Institute. Duties included: (a) multivariate analysis of data, (b) literature reviews, (c) management consultation, (d) data collection, and (e) oral, technical, and professional communication of scientific findings.

April 1989 to May 1990:

Case Manager: CREOKS Mental Health Services, Inc. Case load of 80+ chronically mentally ill clients. Responsible for intake processes, implementing client treatment plans, psycho-social evaluations, and assisting client/community integration. Also responsible for public relations, jail consultations, and hospital evaluations. While serving in this capacity I was a Professional Treatment Team member for a geriatric nursing home, and a Human Rights Committee Member for a nursing home for the mentally retarded. Also served as committee chair for the development of the CREOKS Day Hospital Case Manager's Policy and Procedure Manual.

PREVIOUS TEACHING:

Adjunct Instructor: Oklahoma City Community College. Served as adjunct faculty member for the Department of Psychology (Introduction to Psychology; Human Relations) and the Department of Management (Organizational Behavior). Primarily responsible for curriculum development, classroom lecture, test development, student achievement assessment and student advisement. Taught Spring 1994 through Spring 1995.

Adjunct Instructor: Tulsa Community College. Served as adjunct faculty member for the Department of Psychology (Introduction to Psychology; Social Psychology, Introduction to Behavioral Statistics) and the Department of Management (Organizational Behavior). Primarily responsible for curriculum development, classroom lecture, test development, and student achievement assessment. Taught Spring 1996 through Fall 2000.

Visiting Graduate Faculty: University of Oklahoma Health Sciences Center. Served as outside member of graduate thesis committee. Primary responsibility for graduate candidate methodology and statistics evaluation for thesis requirement.

GRANTS:

- 2008 – NSF (submitted) – Innovation in Organizations – Work Engagement Among Human Service Non-Profit Agencies (\$290,104) – PI
- 2008 – Tulsa C.A.R.E.S. – Community Needs Assessment Among Those Living with HIV/AIDS (\$5,000) -- PI
- 2008 – Oklahoma Dept. of Human Services – Child Care (\$20,000) – PI
- 2007 – Tulsa Public Schools – Positive Behavior Support (\$31,728) – PI
- 2007 – Tulsa Public Schools – School Leadership Mentoring Program (\$20,000) – PI
- 2007 – Tulsa City-County Health Department “Its all about kids” (\$26,000) – PI
- 2006 – Tulsa City-County Health Department “Its all about kids” (\$23,856) – PI
- 2006 – Tulsa Public Schools – School Leadership Mentoring Program (\$20,000). – PI
- 2006 – Tulsa Mayor’s Citizen Corp – Volunteer Engagement (\$4,999). Co-PI
- 2005 – HUD Community Outreach Grant (\$386,000). – Co-PI
- 2005 – Tulsa City-County Health Department “Its all about kids (\$13,514). PI
- 2005 – Tulsa Public Schools – School Leadership Mentoring Program (\$20,000). PI
- 2005 Choctaw Nation – Talihina, OK. “Healthy Lifestyles and Diabetes Wellness Center Program (\$3,225). PI
- 2005 TARC – Tulsa, OK. “Evaluation of Volunteers Working with Citizens with Developmental Disabilities (\$3,000). PI
- 2004 OU-College of Arts & Sciences Faculty Fellowship Award. (\$6,000).
- 2003 OU-Graduate Research Council Jr. Faculty Summer Research Award. (\$6,000).
- 2002 Okmulgee, Oklahoma Parks Community Assessment (\$1,300). Co-PI

SERVICE:

2007:

- University: Library Committee. Faculty Liaison to Faculty Senate, Dean’s Evaluation (Chair), VP for Research Advisory Committee, Co-Chair Campus Campaign.
- College: Chair, Non-Profit Organization Committee.
- Department: Program Assessment Contact Person, Organizational Studies Committee Member
- Community: Schusterman Foundation Key-Note Address, Sharkeys Foundation Workshop, Community Workshop on Domestic Violence (Lajes, Portugal).

2006:

- Profession: Award Chair – AERA Division E
- University: Member—Library Committee
- College: Chair, Non-Profit Organization Committee; Member, Applied Social Science Search
- Department: Program Assessment Contact Person, Chair, Mission/Vision Committee, Member, Selection Committee

2005:

- University: Committee member for four PhD candidates, Member—Library Committee
- Department: Program Evaluation Contact Person, Chair, Selection Committee

2004:

- University: Committee member for five PhD candidates.
- Department: Program Evaluation Contact Person

Supervised Research:

Acebo, K. K. (2008). *The ties that blind: The perceived influence of organizational culture and self-efficacy on leadership success for women fundraisers*. Unpublished Dissertation, University of Oklahoma.

Macon, R. K. (2007). *Volunteer engagement: Role-identity and intent to leave*. Unpublished master's thesis, University of Oklahoma.

Young, T.L. (2007). *Graduate Students and Stress: Positive and Negative Effects of Significant Relationships*. Unpublished master's thesis, University of Oklahoma

Olinske, J. (In Progress). *The effects of board members on executive director role strain: A study of human service non-profit agencies*. Dissertation, University of Oklahoma.

Professional Papers

Peer Reviewed Refereed Publications: * Reflects Student Author.

1. Hellman, C. M., Mulienburg-Trevino, E. M*. & Worley, J. A. (In Press). The belief in a just world: An examination of reliability estimates across three measures. *Journal of Personality Assessment*.
2. Vice, H*, Peabody, L., Mulkey, K., Hellman, C. M., Jelley, M. & Scheer, J. (2007). Enhancing public awareness about clinical research. *The Monitor: Clinical Research Concerns*, 21, *.
3. Hoppes, S., & Hellman, C. M. (2007). Understanding Occupational Therapy students' attitudes and intentions regarding community service. *American Journal of Occupational Therapy*, 61, 527-534.

4. Miller, J. W., & Hellman, C. M. (2007). An examination of mediators and moderators in applied research. *Journal of Applied Research in the Community College*, 12, 133-137.
5. Cherry, A. L., Dillon, M. E., Hellman, C. M., & Barney, L. D. (2007). The AC-COD Screen: Rapid detection of people with the co-occurring disorders of substance abuse, mental illness, domestic violence, and trauma. *Journal of Dual Diagnosis: Research and Practice in substance abuse comorbidity*, 4, 35-53.*
6. Hellman, C. M., Fuqua, D. R., & Worely, J. (2006). The effects of mean age and number of items on score reliability: A reliability generalization study on the survey of perceived organizational support. *Educational & Psychological Measurement*, 66, 631-642.*
7. Hellman, C. M., Hoppes, S., & Ellison, G. C. (2006). Factors associated with college student intent to engage in community service. *The Journal of Psychology*, 140, 29-39*.
8. Hellman, C. M., & House, D*. (2006). Volunteers serving victims of sexual assault. *The Journal of Social Psychology*, 146, 117-123.*
9. Hellman, C. M., & Miller, J. W. (2005) Development of a multidimensional educational commitment scale. *Journal of Applied Research in the Community College*, 13, 19-30.*
10. Hellman, C. M., & Caselman, T. D. (2004). A psychometric evaluation of the Harvey Imposter Phenomenon Scale. *Journal of Personality Assessment*, 83, 161-166.
11. Williams, P. E., & Hellman, C. M. (2004). Differences in self-regulation for on-line learning between first- and second-generation college students. *Research in Higher Education*, 45, 71-83.
12. Hellman, C. M. (1999). Faculty evaluation by students: A comparison between full-time and adjunct faculty. *Journal of Applied Research in the Community College*, 6, 45-50.
13. Witt, L. A., Hochwarter, W. A., Hilton, T. F., & Hellman, C. M. (1999). Team-member exchange and commitment to a matrix team. *Journal of Social Behavior & Personality*, 14, 63-74.
14. Hellman, C. M., & Nye, L. G. (1998). Statistical significance testing revisited: Dogma or is the emperor naked? *Journal of Applied Research in the Community College*. 5, 117-121.
15. Hellman, C. M., Rickman, C. A., & McMillin, W. L. (1998). Measurement of newcomer socialization: Scale development and validation. *Central Business Review*, 17, 36-40.
16. Williams, J. E., & Hellman, C. M. (1998). Self-regulated learning among first-generation students. *Journal of Applied Research in the Community College*. 5, 83-87.

17. Camp, D. A., & Hellman, C. M. (1997). Chaos and the withering family: Explaining American criminality. *Humanity and Society*, 21, 190-198.
18. Hellman, C. M. (1997). Job satisfaction and the intent to leave. *The Journal of Social Psychology*, 137, 677-689.
19. Hellman, C. M., & Harbeck D. J. (1997). Academic Self-Efficacy: Highlighting the first-generation student. *Journal of Applied Research in the Community College*, 4, 69-75.
20. Hellman, C. M., & McMillin, W. L. (1997). The relationship between psychological reactance and self-esteem. *The Journal of Social Psychology*, 137, 135-138.
21. Hellman, C. M., & Rickman, C. A. (1997). Newcomer socialization and perceived organizational effectiveness. *Central Business Review*, 16, 12-16.
22. Hellman, C. M. (1994). Predicting employer satisfaction with newcomer knowledge, skills, and abilities. *Psychological Reports*, 75, 1629-1630.
23. Hellman, C. M. (1994). Participation in decision making and committee members' intent to remain. *Psychological Reports*, 74, 490.
24. Hellman, C. M., & McMillin, W. L. (1994). Newcomer socialization and affective commitment. *The Journal of Social Psychology*, 134, 261-262.
25. Hellman, C. M., Rickman, C., & McMillin, W. L. (1994). The effects of organizational socialization on commitment to the organization. *Central Business Review*, 13, 35-38.

Manuscripts Under Review: * Reflects Student Author

- Hellman, C. M., Johnson, C. V., & Dobson, T*. (In Review). Taking action to stop violence: A study on readiness to change among male batterers. *Journal of Family Violence*.
- Macon, R. K*., & Hellman, C. M. (In Review). Role-identity, commitment and the intent to leave among disaster response victims. *Journal of Social Psychology*.
- Worley, J. A., Fuqua, D. R., & Hellman, C. M. (In Review). The Survey of Perceived Organizational Support: Which measure should we use? *Journal of Applied Psychology*.
- Trevino-Muilenburg, E.*, & Hellman, C. M., (In Review). Measuring caregiver burden and stress: A psychometric evaluation of the Zarit Burden Interview. *Journal of Applied Gerontology*.
- Hathcoat, J. D*., & Hellman, C. M. (In Review). Displaced Hurricane Katrina survivors' quality of life and service satisfaction.

Working Papers:

Hellman, C. M., Johnson, C. V., & Pittman, P. S. Protective Orders: Severity of Abuse And Reason For Dismissal.

Koehn, A*, & Hellman, C. M. Prosecution rates of domestic violence in a rural community.

Young, T. L*, & Hellman, C. M. The impact of family enhancement and interference on the psychological strain experienced by college students.

Book Chapter:

Witt, L. A., Hilton, T. F., Broach, D., & Hellman, C. M. (1994). The interactive effects of negative affectivity and a career-impacting performance outcome on self-serving attributions of causality. In M. Martinko (Ed.), *Attribution theory: An organizational perspective*. St. Lucie Press. (pp. 79-101).

Proceedings:

1. Hellman, C. M., Triveno, E. M., & Worley, J. A. (2007). Measurement of Just World Theory: A reliability generalization study of three scales. American Educational Research Association. Chicago, IL.
2. Macon, R. K., & Hellman, C. M. (2007). Quality of work life and perceived organizational effectiveness. American Educational Research Association. Chicago, IL.
3. Hellman, C. M., Hoppes, S., & Ellison, G. C. (2006). College student intent to engage in community service. *Proceedings of the 2006 International Conference on Education, Honolulu, HI.**
4. Baker, R., Schmid, S., Howard, C. A., Hellman, C. M., & Jennings, W. (2004). Primary breast lymphoma. *Proceedings of the 2004 Health Research Forum*. Tulsa, OK.*
5. Hoppes, S., Hellman, C. M., Caselman, T., Jarolim, D., & Westmoreland, B. (2004). Understanding faculty and students' attitudes about community service at the University of Oklahoma. *Proceedings of the 2004 Health Research Forum*. Tulsa, OK.*
6. Hellman, C. M., Rickman, C. A., & Rickman, L. (April, 1997). Newcomer socialization and job satisfaction: Comparing formal and informal socialization. *Proceedings of the Southwest Business Symposium*. Edmond, OK:
7. Hellman, C. M. (Fall, 1996). Development of a multicultural diversity scale. *Proceedings of the Oklahoma Association For Institutional Research and Planning*. Oklahoma City, OK.

8. Hellman, C. M. (Fall, 1995). A comparison of first-generation and second generation student perceived academic ability and expected college success. *Proceedings of the Oklahoma Association For Institutional Research and Planning*. (pp. 63-76). Norman, Ok.
9. Hellman, C. M. (Spring, 1995). Weekend college assessment: Perceptions and attitudes of students and instructors. *Proceedings of the Oklahoma Association For Institutional Research and Planning*. (pp. 63-76). Stillwater, Ok.
10. Witt, L. A., Rickman, C. A., Hellman, C. M., & Jones, J. W. (1994). How to overcome low team cohesiveness to improve job attitudes. *Proceedings of the Southwest Business Symposium (pp. xxx-xxx)*. Edmond, OK:
11. Witt, L. A., & Hellman, C. M. (1993). Person-situation predictors and job satisfaction: A social exchange perspective. In K. A. Vaverek (Ed.) *Proceedings of the Southwest Academy of Management (pp. xxx-xxx)*. Houston: The Mescon Group.
12. Witt, L. A., & Hellman, C. M. (1992). Effects of subordinate feedback to the supervisor and PDM in the prediction of organizational support. In K. A. Vaverek (Ed.) *Proceedings of the Southwest Academy of Management (pp. 191-195)*. Houston: The Mescon Group.
13. Witt, L. A., & Hellman, C. M. (1991). Job satisfaction predicting attrition intentions: A cross-level study. In M. Standley (Ed.) *Proceedings of the 33rd conference of the military testing association (pp. 37-42)*. San Antonio: Armstrong Laboratory Human Resources Directorate.

Presentations: * Denotes Student Author

1. Hellman, C. M., & Johnson, C. V. (2008). Taking action to stop violence: A study on the readiness to change among male batterers. American Psychological Association, Boston, MA. Division 43.
2. Muilenburg-Trevino, E. M*., & Hellman, C. M. (2008). A psychometric evaluation of the Zarit Burden Interview. American Psychological Association. Boston, MA. Division 5.
3. Hellman, C. M., & Young, T. L*. (2008). Family support and psychological strain: A comparison between college students with and without children. International Conference on Education. Honolulu, HI.
4. Macon, R. K*., & Hellman, C. M. (2008). Role-Identity, Commitment and the Intent to Leave Among Disaster Response Volunteers. American Educational Research Association. New York, NY.
5. Young, T. L*., & Hellman, C. M. (2008). Graduate Students and Stress: The Positive and Negative Effects of Significant Relationships. American Educational Research Association. New York, NY.

6. Vassar, M., Worley, J. A., Hellman, C. M., & Bravo, M. M*. (2008). Moderating effects in management research: A review of methodological practices and constraints. American Educational Research Association. New York, NY.
7. Koehn, A*., & Hellman, C. M. (2007). Prosecution rates of domestic violence in a rural community. Biennial Conference of the Society for Community Research and Action Conference. Pasadena, CA.
8. Hellman, C. M., Trevino, E. M*., & Worley, J. A. (2007). A reliability generalization study on measures of the Belief in a Just World. American Educational Research Association, Chicago, IL.
9. Macon, R. K*., & Hellman, C. M. (2007). Perceived quality of work life among firefighters. American Educational Research Association. Chicago, IL.
10. Kisamore, J. L., Hellman, C. M., & Mharapara, T. M*. (2007). Correlates of volunteer performance perceptions: Implications for volunteer administration. Poster accepted to the 2007 APA convention, San Francisco, CA
11. Hellman, C. M., Fuqua, D. R., & Worley, J. (2006). Perceived organizational support: A reliability generalization study. American Educational Research Association. San Francisco, CA.
12. Hellman, C. M., Hoppes, S., & Ellison, G. C. (2006). College student intent to engage in community service. International Conference on Education. Honolulu, HI.
13. Dobson, T*., & Hellman, C. M. (2005). Factors related to readiness to change among batterers in a group treatment program. OCAST – Oklahoma Research Day.
14. Muilenburg, E. M*., & Hellman, C. M. (2005). Volunteers serving victims of sexual assault. OCAST – Oklahoma Research Day.
15. Muilenburg, K. J*., & Hellman, C. M. (2005). Factors related to job satisfaction among nurses at a rural hospital. OCAST – Oklahoma Research Day.
16. Stauss, K. A., & Hellman, C. M. (2005). Exploring knowledge management and knowledge transfer in a non-profit human service organization. International Conference on Knowledge Management (ICKM2005). Westin Charlotte, North Carolina.
17. Baker, R., Schmid, S., Howard, A., Hellman, C. M., Peabody, L., Vice, H., Sheehan, W., & Jennings, W. (2005). Primary breast lymphoma: A review of 466 cases published with treatment and outcome data during the past 20 years. Presented at the 57th Southwest Surgical Congress.

18. Worely, J., & Hellman, C. M. (2005). Academic progress of community college students who were home-schooled. Presented at the Oklahoma Association for Institutional Research and Planning.
19. Baker, R., Schmid, S., Howard, C. A., Hellman, C. M., & Jennings, W. (2004). Primary breast lymphoma. 2004 Health Research Forum. Tulsa, OK.
20. Hellman, C. M., & Collins-Correia, F. (2004). Leadership in the community and nonprofit environment. Presented at the OU-Tulsa Fall 2004 Seed Sower Public Lecture Series.
21. Hoppes, S., Hellman, C. M., Caselman, T., Jarolim, D., & Westmoreland, B. (2004). Understanding faculty and students' attitudes about community service at the University of Oklahoma. 2004 Health Research Forum. Tulsa, OK.
22. Hellman, C. M. (April, 2002). Development of a multidimensional educational commitment scale. Presented at the Oklahoma Association for Institutional Research and Planning. Spring Conference.
23. Hellman, C. M. (October, 2001). Development of a withdrawing student questionnaire. Presented at the Oklahoma Association for Institutional Research and Planning. Fall Conference.
24. Hellman, C. M., & Worley, J. (October, 2000). *An investigation of student achievement for condensed course delivery*. Presented at the Fall 2000 Conference for Oklahoma Association of Institutional Research and Planning.
25. Hellman, C. M. (October, 1998). *Development and structural validity of a measure of student withdrawal decisions*. Paper presented at the 1998 Fall conference of the Oklahoma Association of Institutional Research & Planning.
26. Hellman, C. M., & Williams, J. E. (Spring, 1998). *Test anxiety and the first-generation Student*. American Education Research Association. Montreal, Canada.
27. Hellman, C. M. (October, 1997). *Test-anxiety and college placement test performance: Comparing first- and second-generation students*. Presented at the Oklahoma Association for Institutional Research and planning. Fall Conference.
28. Hellman, C. M. (October, 1996). *Measuring the climate for multicultural diversity at the community college*. Presented at the Oklahoma Association for Institutional Research and Planning. Fall Conference.
29. Hellman, C. M. (April, 1995). *Special links for special needs: Attitudes and perceptions toward weekend college*. Presented at the Oklahoma Association for Institutional Research and Planning Spring Conference.

30. Hellman, C. M., & Neal, R. (April, 1995). *The influence of teacher support on high school student feelings of self-efficacy*. Presented at the spring conference of the Oklahoma Psychological Society.
31. Hellman, C. M. (April, 1994). *The effect of management support on perceived safety conditions*. Presented at the Southwestern Psychological Association Conference. Tulsa, OK.
32. Gonzalez, S. G., & Hellman, C. M., (November, 1994). *Locus of control and feelings of self-worth among community college students*. Presented at the Oklahoma Psychological Association Fall conference. Oklahoma City.
33. Hellman, C. M. (April, 1994). *Participation in decision-making and the intent to remain*. Presented at the Southwestern Psychological Association Conference. Tulsa, OK.
34. Hellman, C. M. (April, 1994). *A meta-analytic investigation of the relationship between job satisfaction and the intent to leave*. Paper presented at the 1994 spring conference of the Oklahoma Psychological Society. Stillwater, OK.
35. Hellman, C. M., & McMillin, W. L. (April, 1994). *Development and construct validity of a newcomer socialization scale*. Paper presented at the spring conference of the Oklahoma Psychological Society. Stillwater, OK.
36. Hellman, C. M., McMillin, W. L., McAlpin, J. A., & Kreaps, E. (April, 1994). *Dispositional influences: An examination of undergraduate attitudes towards the university*. Presented at the spring conference of the Oklahoma Psychological Society.
37. McMillin, W. M., Hellman, C. M., & McAlpin, J. D. (April, 1994). *The effect of newcomer socialization on satisfaction to the group*. Presented at the Southwestern Psychological Association Conference. Tulsa, OK.
38. Witt, L. A., Hellman, C. M., & Hilton, T. F. (July, 1994). *Management influences on perceived safety conditions*. Presented at the annual conference of the American Psychological Society. Washington.
39. Hellman, C. M. (March, 1993). *The effects of safety perceptions on satisfaction with the work section*. Presented at the 11th annual Oklahoma Psychological Society Spring Conference. Edmond.
40. Hellman, C. M. (April, 1993). *Age as a moderator of the job satisfaction -- intent to leave relationship*. Presented at the Southwest Psychological Association. Corpus Cristi, TX.
41. Hellman, C. M., Witt, L. A., & Hilton, T. F. (May, 1993). *Member-team exchange, team identification, and team commitment*. Presented at the 8th Annual Conference of the Society for Industrial and Organizational Psychology. San Francisco.

42. McMillin, W. M., & Hellman, C. M. (March, 1993). *An evaluation of a safety climate model*. Presented at the 11th Annual Oklahoma Psychological Society Spring Conference. Edmond.
43. McMillin, W. M., Hellman, C. M., & McAlpin, J. D. (November, 1993). *The effect of newcomer socialization on satisfaction to the group*. Presented at the Fall Oklahoma Psychological Association Conference.
44. Silver, N. C., Witt, L. A., & Hellman, C. M. (April, 1993). *Person-situation predictors of perceived performance appraisal fairness*. Presented at the Southeastern Psychological Association, Atlanta.
45. Witt, L. A., Hilton, T. F., & Hellman, C. M. (March, 1993). *Person-organization fit and job satisfaction: A social exchange perspective*. Presented at the meeting of the Southwest Academy of Management, New Orleans.
46. Hellman, C. M., Witt, L. A., & Silver, N. C. (April, 1992). *Demographic influences on the delay of gratification*. Presented at the meeting of the Southeast Psychological Association, Knoxville, TN.
47. Witt, L. A., & Hellman, C. M. (March, 1992). *Effects of subordinate feedback to the supervisor and participation in decision-making in the prediction of organizational support*. Presented at the meeting of the Southwest Academy of Management, San Antonio.
48. Hellman, C. M. (July, 1991). *Teamwork: Implications for research and practice in the FAA*. Colloquium presentation to the Human Resources Research Division, FAA, CAMI, Oklahoma City, Oklahoma.
49. Witt, L. A., & Hellman, C. M. (October, 1991). *Job satisfaction predicting attrition attentions: A Cross-level study*. Presented at the 33rd Conference of the Military Testing Association. San Antonio.

FAA Technical Reports:

- Hellman, C. M., Witt, L. A., & Hilton, T. F. (1993). *Factors associated with continuance commitment to FAA matrix teams*. Technical Report # DOT/FAA/AM-93-18, Washington, D. C.: Office of Aviation Medicine, Federal Aviation Administration.
- Witt, L. A., & Hellman, C. M. (1992). *Effects of subordinate feedback to the supervisor and participation in decision-making in the prediction of organizational support*. Technical Report # DOT/FAA/AM-92-13, Washington, D. C.: Office of Aviation Medicine, Federal Aviation Administration.
- Witt, L. A., & Hellman, C. M. (1991). *Cross-level inferences of job satisfaction in the prediction of intent to leave*. Technical Report # DOT/FAA/AM-91-15, Washington, D. C.: Office of Aviation Medicine, Federal Aviation Administration.

References

William O. Ray, Ph.D.
Vice Provost for Academic Affairs and Dean
Of Graduate College
University of Oklahoma – Tulsa
4502 East 41st Street
Tulsa, Oklahoma 74135
(918) 660-3660
wray@ou.edu

Chad V. Johnson, Ph.D.
Assistant Professor
Dept. of Human Relations
University of Oklahoma – Tulsa
4502 East 41st Street
Tulsa, Oklahoma 74135
(918) 660-3377
cvjohnson@ou.edu

Jody A. Worley, Ph.D.
Assistant Professor
Department of Human Relations
University of Oklahoma – Tulsa
4502 East 41st Street
Tulsa, Oklahoma 74135
(918) 660-3486
jworley@ou.edu

Dale R. Fuqua, Ph.D.
Regents Professor
REMS – College of Education
Oklahoma State University
Stillwater, Oklahoma
(405) 744-9443
fuqua@okstate.edu

Steve Hoppes, Ph.D.
Associate Professor
Dept. of Rehab Sciences
University of Oklahoma – Tulsa
4502 East 41st Street
Tulsa, Oklahoma 74135
(918) 660-3278
steve-hoppes@ouhsc.edu

Shawn M. Schaefer, Professor
Director – Urban Design Studio
University of Oklahoma – Tulsa
4502 East 41st Street
Tulsa, Oklahoma 74135
(918) 660-3493
sschaefer@ou.edu