

**Jody Alan Worley**  
University of Oklahoma  
4502 East 41<sup>st</sup> Street, Tulsa, Oklahoma 74135  
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**EDUCATION:**

Ph.D., Educational Psychology – Research & Evaluation, Oklahoma State University, 2006  
Master of Arts, Religion *Emphasis on Culture and Religion*, Oklahoma City University, 1994  
Certificate in Russian language and culture, Voronezh State University, Voronezh, Russia, June 1993  
Bachelor of Arts, cum laude, psychology and sociology Southwestern Oklahoma State University, 1992

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**PROFESSIONAL EXPERIENCE:**

**ASSISTANT PROFESSOR** 07/06 – Present  
University of Oklahoma  
Human Relations Department

**DIRECTOR OF INSTITUTIONAL RESEARCH & ASSESSMENT** 04/99 – 6/06  
Tulsa Community College  
Tulsa, Oklahoma

Responsibilities: Facilitate ongoing planning and evaluation of institutional effectiveness efforts at Tulsa Community College. Develop and maintain effective decision-support infrastructure. Ensure that the institution meets criteria for state, regional, and national accreditation. Produce reports of official statistics for the institution. Manage 4 full-time staff and program budget.

**PSYCHOLOGY RESEARCH TECHNICIAN** 04/97 - 04/99  
Federal Aviation Administration  
Mike Monroney Aeronautical Center  
Civil Aeromedical Institute (CAMI)  
Oklahoma City, Oklahoma

Responsibilities: Measurement and analysis of psychological and behavioral responses to various environmental, occupational, and organizational phenomena and events. Specific responsibilities included data collection, analysis and interpretation, and preparation of technical documentation for feedback to sponsors and FAA administrators.

**RESEARCH TECHNICIAN** 07/96 - 04/97  
Omni Corporation 06/94 - 01/95  
Oklahoma City, Oklahoma 05/92 - 03/94  
06/90 - 08/90

Responsibilities: Provide research support for human factors team in collaboration with the Federal Aviation Administration (FAA). Specifically, prepare controlled test environments for psychological experiments, coordinate data collection, and provide data analysis.

## **TEACHER**

09/95 - 04/96

English Language Services International (ELSI)  
Pusan, South Korea

Responsibilities: Taught conversational English, writing, and reading to Korean university students and business professionals.

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## **PUBLICATIONS:**

**Worley, J. A., Vassar, M., Wheeler, D. L., & Barnes, L. L.** (In Review). The factor structure of the Maslach Burnout Inventory: A review of 44 exploratory and confirmatory factor analytic studies.

**Worley, J. A., Fuqua, D. R., & Hellman, C. M.** (In Review). The survey of perceived organizational support: Which measure should we use?

Lloyd-Jones, B., **Worley, J. A., Hellman, C. M.** (In Review) Work-Family Conflict and Volunteer Turnover.

Hellman, C. M., Trevino, E. M., & **Worley, J.** (in Press). Measurement of Just World Theory: A reliability generalization study of three scales. *Journal of Personality Assessment*.

Hellman, C., Fuqua, D., **Worley, J.** (2006) Perceived organizational support: A reliability generalization study. *Educational and Psychological Measurement*, 65(4), 1-12.

**Worley, J.A.** (2005). Developing reading proficiency. *Revealing Best Practices* (pp. 2-3). New York, NY: The College Board.

**Worley, J.A.** (2003) Developmental reading instruction, academic attainment and performance among underprepared college students. *Journal of Applied Research in Community Colleges*, 10, 2, 127-136.

Thompson, R.C., Bailey, L.L., Joseph, K.M., **Worley, J.A.**, and Williams, C. (2000) Organizational change: An assessment of trust and cynicism. (DOT/FAA/AM-00/) Washington, DC: Federal Aviation Administration, Office of Aviation Medicine.

**Worley, J.A., Bailey, L.L., Thompson, R.C., Joseph, K.M., and Williams, C.** (1999) Organizational communication and trust in the context of technology change. (DOT/FAA/AM-99/25) Washington, DC: Federal Aviation Administration, Office of Aviation Medicine.

Thompson, R.C., Bailey, L.L., Joseph, K.M., **Worley, J.A.**, and Williams, C. (1999) Organizational change: Effects of fairness perceptions on organizational cynicism. (DOT/FAA/AM-99/27) Washington, DC: Federal Aviation Administration, Office of Aviation Medicine.

Joseph, K.M., Thompson, R.C., Bailey, L.L., **Worley, J.A.**, Williams, C., and Schroeder, D. (1999) The influence of ergonomic interventions on employee stress and physical symptoms (DOT/FAA/AM-99/17) Washington, DC: Federal Aviation Administration, Office of Aviation Medicine.

Joseph, K.M., Thompson, R.C., Bailey, L.L., **Worley, J.A.**, and Williams, C. (1998) Measuring employee expectations associated with technological change. Proceedings of the Silicon Valley Ergonomics Conference and Exposition, ERGOCON '98. Palo Alto, CA.

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## SELECTED TECHNICAL REPORTS AND UNPUBLISHED MONOGRAPHS:

- Worley, J. A., & Vassar, M. (2007).** Understanding sustained volunteer behavior: Values, prestige and perceived support. Center for Applied Research in Non-Profit Organizations, Technical Report No: ARC-040.
- Muilenburg, K. J., **Worley, J. A., & Hellman, C. M. (2007).** Okmulgee Memorial Hospital: Perceptions and attitudes among staff. Center for Applied Research in Non-Profit Organizations, Technical Report No: ARC-041.
- Macon, R. K. & **Worley, J. A. (2006).** Volunteer engagement within the Tulsa Mayor's Citizen Corps. City of Tulsa, mayor's Office. Center for Applied Research in Non-Profit Organizations, Technical Report No: ARC-002.
- Tulsa Community College, *Annual Student Assessment Report*, submitted to the Oklahoma State Regents for Higher Education (OSRHE) - 1999 to 2004
- Tulsa Community College, *Progress Report on the Assessment Plan and its Implementation*, submitted to the Commission on Higher Learning, North Central Association (NCA), June 1, 2001.
- Tulsa Community College, *A Grading Process Assessment Model for General Education*, unpublished manuscript, 1999.
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## CONFERENCE PRESENTATIONS:

- Hellman, C. M., Worley, J. A., & Trevino, E. M. (2007) A reliability generalization study of the Belief in a Just World. American Educational Research Association. April 10, 2007, Chicago, IL.
- Vassar, M., Wheeler, D. L., Barnes, L. B., Worley, J. A. (2007). The meta-analysis of factor analytic studies: An example using the Maslach Burnout Inventory. American Educational Research Association. April 10, 2007, Chicago, IL.
- Worley, J., & Hellman, C. (2006). A reliability generalization study of the survey of perceived organizational support. American Educational Research Association. April 9, 2006, San Francisco, CA.
- Worley, J.A., & Lee, M.E. (2004). Developing reading proficiency: Using *Accuplacer* as a tool for research and assessment. League for Innovations in Community Colleges - Innovations Conference. Feb. 29 - March 3, 2004. San Francisco, CA.
- Worley, J.A., & Hellman, C. (2004). Characteristics, trends and issues of home schooled students at Tulsa Community College. Oklahoma Association for Institutional Research & Planning (OKAIR-P), Fall 2004 Conference, Lawton, OK.
- Worley, J.A. (2003). Using student data to evaluate the impact of developmental instruction. Oklahoma Association of Community Colleges (OACC), Spring 2003 Conference. Oklahoma City, OK.

- Worley, J.A., & Lee, M.E. (2003). Developing reading proficiency: Using *Accuplacer* as a tool for research and assessment. *Accuplacer / WritePlacer Plus 13<sup>th</sup> National Conference*. June 5-7, 2003, Orlando, FL.
- Worley, J.A. (2002). The impact of developmental reading instruction on academic attainment and performance among underprepared college students. *Association for Institutional Research (AIR) Annual Forum*, July 2-5, 2002. Toronto, Ontario.
- Worley, J.A., & Lee, M.E. (2002). Developmental Reading Skills: A matter of choice. *Oklahoma Association of Community Colleges (OACC), Spring 2002 Conference*. Oklahoma City, OK.
- Worley, J.A. (2001). Entry level assessment and the course placement system at Tulsa Community College. *Oklahoma Association for Institutional Research & Planning (OKAIR-P), Spring 2001 Conference*. Watonga, OK.
- Worley, J.A., Kontogianes, J., Hughes, C. & Johnson, P. (2001). Assessment processes for institutional effectiveness. Invited presentation for administration and faculty at Connors State College, Warner, OK, November 6, 2001.
- Worley, J., Hughes, C., & Kontogianes, J. (2001). A contextual model for general education goals assessment. *Consortium for Assessment and Planning Support (CAPS)*, July 15 - 18, 2002. San Juan, Puerto Rico.
- Worley, J.A., & Hellman, C. (2000). Academic performance and retention in compressed versus traditional 16-week course formats: A multi-method comparison of student success. *Oklahoma Association for Institutional Research & Planning (OKAIR-P), Fall 2000 Conference*. Tulsa, OK.
- Worley, J.A., & Bailey, L.L., (1999). The emergence of team sector management strategies. *10<sup>th</sup> International Symposium on Aviation Psychology*. Ohio State University, Columbus, OH.
- Worley, J.A., Bailey, L.L., Thompson, R.C., Joseph, K.M., and Williams, C. (1998). Trust, communication, and technology change: Relevant factors in transition to a paperless office. *Aerospace Medical Association annual meeting*. Seattle, WA.
- Worley, J. (1992). *Revolutions: An economic-shift hypothesis*. *Southwestern Social Sciences Association annual meeting*. Austin, TX.
- Worley, J. (1992). The Effect of Memory Load and Cognition on Visual Scanning. *Southwestern Psychological Association annual meeting*. Austin, TX.
- Bailey, L.L., Thompson, R.C., Joseph, K.M., Worley, J.A., and Williams, C. (1998). What Does a Delayed Assessment of Subjective Workload Measure? *Aerospace Medical Association meeting*. Seattle, WA.
- Joseph, K., Thompson, R., Bailey, L., Williams, C., & Worley, J. (1998). Measuring employee expectations associated with technical change. *Proceedings of the Silicon valley Ergonomics Conference and Exposition, ErgoCon '98*, (pp.96-101). Pal Alto, CA: San Jose State university.
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## **FUNDED RESEARCH ACTIVITIES**

2007-08 – Co-Principal Investigator to evaluate the Positive Behavior Support (PBS) programs with Tulsa Public Schools (\$31,758)

2006-07 – Principal Investigator - Tulsa Mayor's Citizen Corps Contract Award to investigate volunteer engagement (\$4,900)

2003 – Principal Investigator - Tulsa Community College, Tulsa, OK Received a \$3,896 stipend to study the impact of Faculty Innovation Grant awards (\$33,709) on teaching and learning.

2002 – Principal Investigator - Tulsa Community College, Tulsa, OK Received a \$1,948 stipend to study the impact of Faculty Innovation Grant awards (\$38,912) on teaching and learning at Tulsa Community College, Tulsa, OK.

2001 – Principal Investigator - Tulsa Community College, Tulsa, OK Received a \$3,700 stipend to study the impact of Faculty Innovation Grant awards (\$38,295) on teaching and learning.

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## **CURRENT WORKS IN PROGRESS:**

Meta-Analytic factor study to evaluate methodological differences and reporting discrepancies in construct validation studies of the Maslach Burnout Inventory. (2006-07)

An evaluation of factors influencing team effectiveness: Job demands and resources, burnout, work engagement, and perceived organizational support. (2006-07)

Reliability Generalization for the Maslach Burnout Inventory (MBI). (2006-07)

Volunteer role-conflict and sustained volunteerism: A demands-resources perspective (2007)

Evaluation of the psychometric properties of the Community Service Attitudes Survey (CSAS) (2007)

Impact of service learning on subsequent volunteer engagement for young adults. (2007-08)

Mixed methods as Cartesian dualism: A realist perspective (2007)

Moderator analysis with continuous latent variables in structural equation modeling (2007-8)

Intimate Partner Violence (IPV): Predictors of repeated incidence in Oklahoma (2007-08)

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## **PROFESSIONAL AFFILIATIONS:**

Southern Management Association (SMA)

American Educational Research Association (AERA)

- Member since 2005
- Reviewer for Counseling and Human Development (Division E, 2006, 2007)

Association for Institutional Research (AIR)

- Member since 2000
- 2001 Committee member on Academic Programs, Curriculum and Faculty Issues
- 2002 Committee member on Academic Programs, Curriculum and Faculty Issues

Oklahoma Association for Institutional Research & Planning (OKAIRP)

- President, 2002-2003
  - Elected Board Member (Fall 2001 to Fall 2004)
  - Member since 1999
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**PROFESSIONAL AWARDS AND RECOGNITION**

2006-07 – Who’s Who in American Education, 8<sup>th</sup> edition.

2004 - Selected to participate in Leadership Tulsa, Class 31.

2002 - Acting Director of Tulsa Community College Trio Grant Project - Educational Opportunity Centers, August/September.

2002 - Certificate of Appreciation from the Oklahoma Association for Community Colleges (OACC) for paper presented at the 2002 annual conference, Oklahoma City, OK.

1998 - Office of Aviation Medicine - Outstanding Team award from the Federal Air Surgeon for research conducted at the Civil Aviation Registry in Oklahoma City, OK.

1997 - Achievement Award for Special Acts and Service at the Civil Aeromedical Institute (CAMI) for research conducted at the Civil Aviation Registry in Oklahoma City, OK.

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**CIVIC AND COMMUNITY SERVICE ACTIVITIES**

Ronald McDonald House Charities, Board of Directors - 2004 –2008

Board Chair – 2007 to 2008

Board Vice-Chair (Chair-elect) – 2006 to 2007

Board Secretary – 2005 to 2006

Selected to serve on the Chancellor's search committee for an Executive Director of State Systems Research for the Oklahoma State Regents for Higher Education - 2004.

Advisor to the Tulsa YWCA Board of Directors to develop agency-wide program selection and evaluation procedures - 2003.

Consultant/Technical Advisor to YWCA Intercultural Service Center Refugee Resettlement Project - 2003-2006.

Elected to Board of Directors for the Oklahoma Regional Aids Interfaith Network (RAIN-Oklahoma), June 2002 to December 2004.

Evaluation Team member for Tulsa Metropolitan Chamber of Commerce - Regional Education Summit campaign, Fall 2001-2002

Elected Board Member for the Oklahoma Association for Institutional Research and Planning (OKAIRP), Fall 2001 to 2003.

Volunteer for Tulsa Metropolitan Chamber of Commerce Membership Drive, June - July 2000.

Combined Federal Campaign (CFC) facilitator: Civil Aeromedical Institute in Oklahoma City, 1997.

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