

Miguel Angel Quiñones

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Robins School of Business
University of Richmond
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EDUCATION

Ph.D.	1993	Michigan State University Industrial/Organizational Psychology
M.A.	1991	Michigan State University Industrial/Organizational Psychology
B.S.	1987	Texas A&M University Psychology (Management Minor)

POSITIONS HELD

7/19 – present	Dean and Professor of Management Robins School of Business University of Richmond
1/15 – 6/19	Chair, Department of Management and Organizations Edwin L. Cox School of Business Southern Methodist University
8/09 – 6/19	O. Paul Corley Distinguished Chair in Organizational Behavior Edwin L. Cox School of Business Southern Methodist University
	<ul style="list-style-type: none">• Academic Director, Latino Leadership Initiative• Director, SMU Cox CEO Sentiment Survey
12/13 – 7/14	Visiting Professor (on sabbatical leave from SMU) IE Business School Madrid, Spain

- 6/06 – 7/09 Professor of Management and Organizations
Marilyn and Leo Corrigan Endowed Professor
Edwin L. Cox School of Business
Southern Methodist University
- June 2008 Visiting Professor of Organizational Behavior
and Human Resources
Singapore Management University
- 7/05 – 6/06 Professor of Management and Policy
Brian Lesk Professorship
Eller College of Management
University of Arizona
- 7/05 – 12/05 U.S. Fulbright Scholar and Visiting Professor
Pontificia Universidad Catolica
Santiago, Chile
- 12/03 – 6/05 Associate Professor of Management and Policy and
Lesk Faculty Fellow
Eller College of Management
University of Arizona
- 10/03 Visiting Professor, Escuela de Psicología, Pontificia Universidad
Católica de Chile, Santiago, Chile.
- 7/97 – 12/03 Associate Professor of Psychology and Management
Rice University
- 12/00 – 12/03 Baker College Master
Rice University
- 7/97 – 7/03 Director, Industrial/Organizational Psychology Graduate Program
Rice University
- 1/00 - 6/00 Visiting Associate Professor of Management (on sabbatical leave
from Rice University)
College of Business and Administration
University of Colorado at Denver
- 7/93 to 6/97 Assistant Professor of Psychology
Rice University

5/94 to 8/94	Research Associate Air Force Office of Scientific Research Summer Faculty Research Program Armstrong Laboratories (AF/HRTE): Brooks AFB, TX.
4/91 to 9/91	Research Associate Jeanneret & Associates, Inc., Houston, TX.
9/88 to 7/93	Research Assistant Department of Psychology Michigan State University

AWARDS/HONORS

- Altshuler Distinguished Teaching Professor, SMU, 2014
- President's Associates Outstanding Faculty Award, SMU, 2012
- MBA Outstanding Teaching Award, SMU Cox School of Business, 2009, 2010, 2011, 2017
- C. Jackson Grayson Endowed Faculty Innovation Award, Cox School of Business, 2011
- Distinguished University Citizen Award, Southern Methodist University, 2010
- Carl Sewell Distinguished Service to the Community Award, Cox School of Business, 2010
- Rising Star Media Expert Award, SMU Cox School of Business, 2008
- Eugene T. Byrne Endowed Faculty Innovation Award, SMU Cox School of Business, 2007
- Distinguished Faculty Award. Awarded by the Eller College of Management Evening MBA graduating class of 2005
- U.S. Fulbright Scholar, Chile, Fall 2005
- Beta Gamma Sigma, Faculty Initiate, 2005
- Fellow, Society for Industrial and Organizational Psychology
- Fellow, American Psychological Association.
- Honorary Commander, 355th Mission Support Squadron, Davis-Montham AFB, Tucson, AZ. (2005 – 2006)
- Brian Lesk Professorship, Eller College of Management, 2005 – 2006
- Lesk Faculty Fellowship, Eller College of Management, 2003 – 2005
- George R. Brown Award for Superior Teaching, Rice University. 2000, 2001, 2003
- Ranked in 10th cluster of most published authors in the Journal of Applied Psychology and Personnel Psychology in the 1990s. (Source: Ones, D.S. & Viswesvaran, C. (2000), The Industrial and Organizational Psychologist, 37(4).)
- Outstanding Faculty Associate Award, Baker College, Rice University. 1997
- Rice Pre-Medical Society Outstanding Faculty Award, 1997.
- Finalist, Phi Beta Kappa Teaching Prize, Rice University. 1995, 1996
- Baker College Special Service Award, Rice University. 1995, 1999

JOURNAL PUBLICATIONS

- Slaughter, J., Kausel, E. & Quiñones, M.A. (2011). The decoy effect as a covert influence tactic. Journal of Behavioral Decision Making, 24, 249-266.
- Johnson, S. K., Holladay, C. H., & Quiñones, M. A. (2009). Organizational citizenship behavior in performance evaluations: Distributive justice or injustice? Journal of Business and Psychology, 24, 409-418.
- Holladay, C.L. & Quiñones, M.A. (2008). The influence of training focus and trainer characteristics on diversity training effectiveness. Academy of Management Learning and Education, 7, 343-354.
- Quiñones, M.A. & Ey, P.E. (2007). Diversity as a strategy for avoiding strategic persistence. Business Journal of Hispanic Research, 2, 20-27.
- Shapiro, J.L., King, E., & Quiñones, M.A. (2007). Expectations of obese trainees: How stigmatized trainee characteristics influence training effectiveness. Journal of Applied Psychology, 92, 239-249.
- Holladay, C.L. & Quiñones, M.A. (2005). Reactions to diversity training: An international comparison. Human Resource Development Quarterly, 4, 529-545.
- Halverson, S., Holladay, C.L., Kazama, S.M. & Quiñones, M.A. (2004). Self- Sacrificial Behavior in Crisis Situations: The Competing Roles of Behavioral and Situational Factors. Leadership Quarterly, 15, 263-275.
- Avery, D. & Quiñones, M.A. (2004). Individual Differences and the Voice Effect: The Moderating Role of Value of Voice. Group and Organization Management, 29, 106-124.
- Holladay, C.L. & Quiñones, M.A. (2003). Practice variability and transfer of training: The role of self-efficacy generality. Journal of Applied Psychology, 88, 1094-1103.
- Holladay, C.L., Knight, J.L., Paige, D.L., & Quiñones, M.A. (2003). The influence of framing on attitudes toward diversity training. Human Resources Development Quarterly, 14, 245-263.
- Avery, D.R., Tonidandel, S., Griffith, K.H., & Quiñones, M.A. (2003). The impact of multiple measures of leader experience on leader effectiveness: New insights for leader selection. Journal of Business Research, 56, 673-679.
- Tonidandel, S., Quiñones, M.A., & Adams, A.A. (2002). Computer adaptive testing: The impact of test characteristics on perceived performance and test-takers' reactions. Journal of Applied Psychology, 87, 320-332.

- Avery, D.R. & Quiñones, M.A. (2002). Disentangling the effects of voice: The incremental roles of opportunity, behavior, and instrumentality in predicting procedural fairness. Journal of Applied Psychology, 87, 81-86.
- Quiñones, M.A. (2001). Building trust through job analysis. Contemporary Psychology, 46, 351-353.
- Tonidandel, S. & Quiñones, M.A. (2000). Psychological reactions to adaptive testing. International Journal of Selection and Assessment, 8, 7-15.
- Nease, A., Mudgett, B.O., & Quiñones, M.A. (1999). Relationships among feedback sign, self-efficacy, and acceptance of feedback. Journal of Applied Psychology, 84, 806-814.
- Spychalski, A.C., Quiñones, M.A., Gaugler, B.B., & Pohley, K. (1997). A survey of assessment center practices in organizations in the United States. Personnel Psychology, 50, 71-90.
- Quiñones, M.A. (1996). Training and development in organizations: Now more than ever. Psychological Science Agenda, 9(2), 8-9.
- Richman, W.L. & Quiñones, M.A. (1996). Task frequency rating accuracy: The effects of task engagement and experience. Journal of Applied Psychology, 81, 512-524.
- Quiñones, M.A. (1995). Pre-training context effects: Training assignment as feedback. Journal of Applied Psychology, 80, 226-238.
- Quiñones, M.A., Ford, J.K., Sego, D.J., & Smith, E.M. (1995). The effects of individual and transfer environment characteristics on the opportunity to perform trained tasks. Training Research Journal, 1, 29-48.
- Quiñones, M.A., Ford, J.K., & Teachout, M.S. (1995). The relationship between work experience and job performance: A conceptual and meta-analytic review. Personnel Psychology, 48, 887-910.
- Blakley, B.A., Quiñones, M.A., Crawford, M.S., & Jago, I.A. (1994). The validity of isometric strength tests. Personnel Psychology, 47, 247-274.
- Ford, J.K., Smith, E.M., Sego, D.J., & Quiñones, M.A. (1993). Impact of Task Experience and Individual Factors on Training Emphasis Ratings. Journal of Applied Psychology, 78, 583-590.
- Ford, J.K., Quiñones, M.A., Sego, D.J., & Sorra, J. (1992). Factors affecting the opportunity to perform trained tasks on the job. Personnel Psychology, 45, 511-527.

BOOK CHAPTERS

- Quiñones, M.A. (2018). Developing Latino Talent. In Brown, K.G. (Editor), The Cambridge Handbook of Workplace Training and Employee Development. Cambridge University Press.
- Quiñones, M.A. & de Chermont, K. (2005). Skills training groups. In S.A. Wheelan (Ed.), Handbook of group research and practice. Newbury Park, CA: Sage.
- Quiñones, M.A. (2004). Work Experience: A review and research agenda . In Cooper, C.L. & Robertson, I.T. (eds.) International Review of Industrial and Organizational Psychology, Wiley.
- Quiñones, M.A. & Tonidandel, S. (2003). Conducting training evaluation. In Edwards, J., Scott, J., & Raju, N. (eds.), The Human Resources Program-Evaluation Handbook, Newbury Park, CA: Sage.
- Chrobot-Mason, D. & Quiñones, M.A. (2002). Training for a diverse workplace. In K. Kraiger (ed.), Creating, implementing and managing effective training and development. San Francisco, CA: Jossey-Bass.
- Quiñones, M.A. & Ehrenstein, A. (1997). Psychological perspectives on training in organizations. In M.A. Quiñones and A. Ehrenstein (Eds.), Training for a Rapidly Changing Workplace: Applications of Psychological Research, Washington, DC: American Psychological Association.
- Quiñones, M.A. (1997). Contextual influences on training effectiveness. In M.A. Quiñones and A. Ehrenstein (Eds.), Training for a Rapidly Changing Workplace: Applications of Psychological Research, Washington, DC: American Psychological Association.

BOOKS

- Committee on Opportunities in Basic Research in the Behavioral and Social Sciences for the U.S. Military. (2007). Human Behavior in Military Contexts. Washington, DC: The National Academies Press.
- Quiñones, M.A. & Ehrenstein, A. (1997). Training for a Rapidly Changing Workplace: Applications of Psychological Research. Washington, DC: American Psychological Association.

OTHER PUBLICATIONS

- Quiñones, M.A. & Rasberry, R.W. (2015). Dark Clouds Gathering?: Results of the 2015 SMU Cox CEO Sentiment Survey. *DCEO*, November/December.

- Quiñones, M.A. & Rasberry, R.W. (2014). Gaining momentum: Results of the 2014 SMU Cox CEO Sentiment Survey. *DCEO*, November/December.
- Quiñones, M.A. & Rasberry, R.W. (2013). There is no place like home: Results of the 2013 SMU Cox CEO Sentiment Survey. *DCEO*, November/December.
- Quiñones, M.A. & Rasberry, R.W. (2012). Slow train to recovery: Results of the 2012 SMU Cox CEO Sentiment Survey. *DCEO*, November/December.
- Quiñones, M.A. & Rasberry, R.W. (2011). Riding the roller coaster: Results of the 2011 SMU Cox CEO Sentiment Survey. *DCEO*, November/December, pp. 43-47.
- Quiñones, M.A. (2010). Getting more Hispanics to the top. *Forbes*. August 23.
<http://www.forbes.com/2010/08/23/hispanic-cox-school-leadership-citizenship-training.html>
- Quiñones, M.A. & Rasberry, R.W. (2009). Light at the end of the tunnel? Results of the 2009 SMU Cox CEO Sentiment Survey. *DCEO*, November/December, pp. 43-47.
- Quiñones, M.A. & Rasberry, R.W. (2008). An Island of Optimism – Results of the 2008 SMU Cox CEO Sentiment Survey. *DCEO*, December, pp. 39-45.
- Quiñones, M.A., Rasberry, R.W. & Perryman, D.E. (2007). SMU Cox CEO Sentiment Survey. *DallasCEO*, September, pp. 29-35.

CONFERENCE PRESENTATIONS

- Quiñones, M.A. & Wilson, D. (2019, April). Who's Afraid of AI? Factors Affecting Attitudes Towards Artificial Intelligence. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Quiñones, M.A., Engelmeier, S., & Vernstrom, T. (2015, December). The Impact of Inclusion on Engagement and Turnover: The Moderating Role of Frequency, Importance and Cultural Communitarity. Paper presented at the conference of the Iberoamerican Academy of Management in Santiago, Chile.
- Quiñones, M.A. & Huepe, D. (2008, April). Effect of Stages of Change on Reactions to Organizational Change. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology. San Francisco, CA.
- Slaughter, J. & Quiñones, M.A. (2007, April). The decoy effect as a covert personnel selection influence tactic. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York, New York.

- Pearsall, M.J. & Quiñones, M.A. (2006, August). The Dynamic Impact of Training Reactions During the Implementation of New Technologies. Paper presented at the Annual Meeting of the Academy of Management. Atlanta, Georgia.
- King, E., Hebl, M.R., Madera, J.M., Beier, M.E., & Quiñones, M.A. (2006, August). The Efficacy of Diversity Training Initiatives: Evaluating Strategies for Improving the Experiences of GLBT Employees. Paper presented at the Annual Meeting of the Academy of Management. Atlanta, Georgia.
- Pearsall, M.J. & Quiñones, M.A. (2006, May). The Role of Training in the Adoption of New Innovations. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, Texas.
- Halverson, S.K., Holladay, C.L. & Quiñones (2006, May). The influence of trainer expressed affect and emotional contagion on training outcomes. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, Texas.
- Quiñones, M.A., Jeanneret, P.R., & Adams, A.A. (2005, April). Are jobs really changing? Results from 20 years of PAQ Data. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology. Los Angeles, CA.
- De Chermont, K. & Quiñones, M.A. (2005, April). Group diversity and group functioning: Disentangling objective and subjective diversity. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology. Los Angeles, CA.
- Shapiro, J., King, E.B., & Quiñones, M.A. (2005, April). Stigma-induced self-fulfilling prophecies in training interactions. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology. Los Angeles, CA.
- Griffith, K. & Quiñones, M.A. (2004, August). The effects of sexual orientation, gender, and job type on job applicant ratings. Paper presented at the Annual Conference of the Academy of Management. New Orleans, LA.
- Holladay, C.L. & Quiñones, M.A. (2004, April). Reactions to diversity training: An international comparison. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Holladay, C.L., Halverson, S.K. & Quiñones, M.A. (2004, April). Considering OCB in performance evaluations: Who thinks it's fair? Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Holladay, C.L., Halverson, S.K., Quiñones, M.A., Strong, M.H., & Caplinger, J.A. (2004, April). OCB and Salary: Moderating effects of race, gender and level. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago, IL.

- Tonidandel, S. & Quiñones, M.A. (2003, April). Differential reactions to computer adaptive testing. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.
- De Chermont, K. & Quiñones, M.A. (2003, April). Differentiating objective and subjective group diversity. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Holladay, C.L. & Quiñones, M.A. (2003, April). Practice variability and transfer of training: The role of self-efficacy generality. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Holladay, C. L., Paige, D. L., Knight, J. L., & Quiñones, M.A. (2002). The influence of framing, race and gender on attitudes toward diversity training. Paper presented at the 14th Annual Meeting of the American Psychological Society, New Orleans, LA.
- Holladay, C. L., Kazama, S. M., Halverson, S. K., Quiñones, M.A. (2002). The role of follower gender on perceptions of leadership. Paper presented at the 14th Annual Meeting of the American Psychological Society, New Orleans, LA.
- Halverson, S. K., Holladay, C. L., Kazama, S. M., & Quiñones, M.A. (2002). The effect of type of sacrifice on perceptions of self-sacrificial leadership. Paper presented at the 14th Annual Meeting of the American Psychological Society, New Orleans, LA.
- Holladay, C.L., Knight, J.L., Paige, D.L., & Quiñones, M.A. (2002, April). The influence of framing on attitudes toward diversity training. Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology. Toronto, Canada.
- Tonidandel, S. & Quiñones, M.A. (2002, April). Reactions to adaptive testing: Effects of test length and explanation. Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology. Toronto, Canada.
- Tonidandel, S., Quiñones, M.A., & Adams, AA. (2001, April). Computer Adaptive Test Characteristics and Test Taker Reactions. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, CA.
- Avery, D.R. & Quiñones, M.A. (2000, August). Action or Opportunity: A Further Examination of Voice Effects. Paper presented at the Annual Meeting of the Academy of Management. Toronto, Canada.
- Avery, D.R., Tonidandel, S., Griffith, K.H., & Quiñones, M.A. (2000, August). Is All Experience Created Equal? The Impact of Experience Type on Leader Effectiveness. Paper presented at the Annual Meeting of the Academy of Management. Toronto, Canada.

- Avery, D.R. & Quiñones, M.A. (2000, April). The moderating effect of value of voice: A field study. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Adams, A.A. & Quiñones, M.A. (2000, April). Relative importance of the dimensions of applicant's work experience. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Nease, A.A., Quiñones, M.A., & Schweingruber, H. (2000, April). Do motives matter? Examination of the reasons for attending training and their influences on training effectiveness. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Doerr, H., Quiñones, M.A., Dipboye, R.L., & Dunbar, B.A. (2000, January). Increasing performance through simulator training and empirical evaluation. Paper presented at the 10th Annual Meeting of the Society for Technology in Anesthesia. Lake Buena Vista, FL.
- Tonidandel, S. & Quiñones, M.A. (1999, April). Psychological reactions to adaptive testing. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta, GA.
- Griffith, K.H. & Quiñones, M.A. (1999, April). Experience and team performance in the NBA. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta, GA.
- Longoria, R. & Quiñones, M.A. (1998, April). The relationship between work experience and job knowledge: A theoretical and empirical reexamination. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Quiñones, M.A. (1998, May). Designing diversity training programs to enhance learning and transfer. Presented at the 10th Annual Convention of the American Psychological Society. Washington, DC.
- Hysong, S. & Quiñones, M.A. (1997, April). The relationship between self-efficacy and performance: A meta-analysis. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
- Lane, D. & Quiñones, M.A. (1997, April). Resolving the significance testing debate: Electronic publishing and editorial decision making. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
- Mudgett, B. & Quiñones, M.A. (1997, April). Self-efficacy beliefs: Comparison of two distinct measures. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.

- Mudgett, B. & Quiñones, M.A. (1997, April). The effect of personality and feedback type on goal revision and goal commitment. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
- Nease, A., Mudgett, B. & Quiñones, M.A. (1997, April). The effects of feedback sign and self-efficacy on the acceptance of feedback. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
- Quiñones, M.A., Adams, A., Longoria, R., Thomas, L., & Torres, S. (1997, April). Perceptions of the dimensionality of applicant's work experience. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
- Prokhorov, A.V., Schacherer, C.W., Suchanek-Hudmon, K., Quiñones, M.A., & Gritz, E.R. (1996, March). Psychometric properties of the Decisional Balance Scale for Smoking Initiation in youth. Paper presented at the 20th Annual Meeting of the American Society of Preventive Oncology, Bethesda, Maryland.
- Quiñones, M.A. & Blakley, B.A. (1996, April). Cognitive and physical ability components of job performance. Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Quiñones, M.A., Longoria, R.G., & Barlow, C.B. (1996, April). Posttraining Environmental Effects on Turnover: A Longitudinal Perspective. Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Richman, W.L. & Quiñones, M.A. (1996, April). Task frequency rating accuracy: The impact of task engagement and experience. Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Spychalski, A.C., Quiñones, M.A. & Gaugler, B.B. (1996, April). The moderating role of conscientiousness in predicting work performance. Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Suchanek-Hudmon, K., Prokhorov, A.V., Schacherer, C.W., Quiñones, M.A., & Gritz, E.R. (1996, March). A psychometric evaluation of the Temptations to Try Smoking Inventory for adolescents. Paper presented at the 20th Annual Meeting of the American Society of Preventive Oncology, Bethesda, Maryland.
- Quiñones, M.A. & Mudgett, B.O. (1995, May). Conscientiousness and reactions to goal-performance discrepancy feedback. Paper presented at the 10th Annual Conference of the Society of Industrial and Organizational Psychology, Orlando, Florida.

- Quiñones, M.A. (1994, May). Context Effects in Training. Paper presented at the “Training for 21st Century Technology: Applications of Psychological Research” conference. Rice University, Houston, Texas.
- Quiñones, M.A. (1994, April). Pre-training context effects: Training assignment as feedback. Paper presented at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, Tennessee.
- Quiñones, M.A., Ford, J.K., & Teachout, M. (1994, July). Job experience and job performance: A conceptual and meta-analytic review. Paper presented at the 23rd International Congress of Applied Psychology, Madrid, Spain.
- Teachout, M.S., Sego, D.J., Ford, J.K., & Quiñones, M.A. (1994, July). Extending Ford & Wroten's matching technique with training effectiveness and transfer data. Paper presented at the 23rd International Congress of Applied Psychology, Madrid, Spain.
- Quiñones, M.A. & Ford, J.K. (1993, May). Individual and task experience effects on transfer of training: A field study. Paper presented at the 8th Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.
- Quiñones, M.A., Ford, J.K., Sego, D.J. & Smith, E. (1992, May). The opportunity to perform trained skills: A predictive study. Paper presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Canada.
- Blakley, B.R., Quiñones, M.A., & Jago, I.A. (1992, May). The validity of isometric strength tests: Results of five studies. Paper presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Canada.
- Ford, J.K., Smith, E.M., Sego, D.J., & Quiñones, M.A. (1992, May). The impact of Individual and Task Experience Factors on Training Emphasis Ratings. Paper presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Canada.
- Ford, J.K., Quiñones, M.A., Sego, D.J., & Speer, J.L. (1991, April). Factors affecting the opportunity to use trained skills on the job. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
- Ford, J.K., Sego, D.J., Quiñones, M.A., & Speer, J.L. (1991, April). A literature review of the conceptualization and operationalization of the experience construct. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
- Lindell, M.K., Landis, R.S., & Quiñones, M.A. (1991, April). Employee responses to job loss: An emergency decision making approach. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.

Samuelson, C. & Quiñones, M.A. (1991, April). Measuring norms in resource dilemmas. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.

Landis, R.S. & Quiñones, M.A. (1990, April). Employee responses to a job loss situation: An emergency decision making perspective. Paper presented at the 11th Annual I/O OB Graduate Student Conference. Columbus, Ohio.

INVITED TALKS

The Latino Leadership Gap and the Promise of Inclusion in a VUCA World. Walmart Inclusion Summit. Bentonville, Arkansas. September 7, 2017.

The Importance of Inclusion in a VUCA World. Invited Speaker at *Paving the Way to Inclusion: Race and Equity in Education* conference. Dallas, Texas, May 30, 2017.

Keynote Speaker. *Mirroring our Communities: 2017 Diversity and Inclusion Summit*. Wells Fargo. Dallas, Texas. April 20, 2017.

Becoming Self Aware: How Cultural Scripts Affect How You Act and Others Perceive You. Hispanics in Technology (HiTec) Emerging Executives Program. Plano, Texas. April 5, 2017.

The Importance of Inclusion in a VUCA World. Invited Speaker at the SMU Simmons School of Education Teaching and Learning Speaker Series. Dallas, Texas, January 31, 2017.

The changing demographics of business. Southwest Airlines Inclusion and Innovation Summit. Dallas, Texas, September 15, 2016.

Becoming Self Aware: How Cultural Scripts Affect How You Act and Others Perceive You. CBRE Hispanic Network Group. Dallas, Texas. May 6, 2016.

The vertical alignment of inclusion and diversity practices K-16 to the workplace. The College Race Symposium, Uplift Education. Dallas, Texas. April 22, 2016.

Principles of Culture-Building. Council for Advancement and Support of Education (CASE) District IV Annual Conference. Dallas, Texas. April 3, 2016

Keeping the Field of IOOB Relevant in a Changing World. Closing Keynote Address at the IOOB Conference, University of Texas at Arlington, April 2, 2016.

Becoming Self Aware: How Cultural Scripts Affect How You Act and Others Perceive You. AT&T Hacemos Hispanic Employee Resource Group. Dallas, Texas. March 30, 2016.

Leading Effectively. Frito-Lay Adelante Hispanic Employee Resource Group. Plano, Texas. January 20, 2016.

The Art and Science of Critical Decision Making. One Day University. Dallas, Texas. June 13, 2015.

Becoming Self Aware: How Cultural Scripts Affect How You Act and Others Perceive You. Frito-Lay Adelante Hispanic Employee Resource Group. Plano, Texas. May 28, 2015.

Why People Matter: The Importance of Humans in a Competitive World. One Day University. Dallas, Texas. November 1, 2014.

Born to Network? A longitudinal examination of social capital development among MBA students. Invited presentation to the psychology department at the University of Texas at Arlington. December 7, 2012.

Lessons in partnership: Addressing demographic challenges through leadership development. Invited presentation at the Dallas HR Leadership Summit. June 20, 2012.

What does the present tell us about the future of HR? Keynote address at the North Dallas HR Conference of the North Dallas Chamber of Commerce. April, 19, 2012.

Thinking strategically about human capital. Invited presentation at the “Leading in lean time: Maximizing resources in a constrained environment” workshop of AASHTO at the SMU Campus. February 6, 2012.

Putting the strategy in Strategic HR. Invited keynote at the meeting of the National Association of African Americans in Human Resources. SMU Campus. October 29, 2009.

Explaining Differences in Reactions to Organizational Change: The Role of an Individual’s Stage of Change. Colloquium presented to the industrial/organizational psychology group at Texas A&M University. November 21, 2008.

Just in time training: Balancing resources and readiness. Presented at the meeting of the Dallas Chapter of the American Society for Training and Development. November 13, 2007.

Becoming a strategic business partner: The branding challenge. Presented to the Texas State Council of the Society for Human Resource Management in Fort Worth, Texas. October 23, 2007.

Understanding reactions to organizational change: A stage perspective. Presented to the Dallas Area Industrial Organizational Psychologists, June 21, 2007.

Implementing innovative talent management strategies: Barriers and solutions. Presentation sponsored by the Human Capital Institute and SMU Cox Executive Education. March 1, 2007.

Psychological Reactions to Computer Adaptive Testing. Escuela de Psicología, Pontificia Universidad Católica, Santiago, Chile. October, 2003.

The Role of Motivation on Training Effectiveness. Escuela de Psicología, Pontificia Universidad Católica, Santiago, Chile. October, 2003.

The Meaning and Measurement of the Work Experience Construct. Escuela de Psicología, Pontificia Universidad Católica, Santiago, Chile. October, 2003.

Applications of Training Research in Organizations. Escuela de Psicología, Pontificia Universidad Católica, Santiago, Chile. October, 2003.

The Meaning and Measurement of the Work Experience Construct. Address to the I/O Psychology Program Colloquium Series, Texas A&M University, College Station, TX. February 2003.

The industrial/organizational psychology program at Rice University. Invited presentation at the Houston Hispanic Forum 17th Annual Career and Education Day, Houston, Texas. January 2003.

Beyond the fear of numbers: Making statistics fun and relevant. Invited talk presented at the Tenth Annual Southwestern Conference on Teaching Psychology, University of Houston-Downtown, Houston, Texas. November 2002.

Framing effects in training: Findings and implications. Invited talk presented at the Annual Conference of the Society for the Advancement of Chicanos and Native Americans in Science, Anaheim, CA. September 2002.

Are you experienced? Measurement and outcomes of work experience. Address to the Houston Area Industrial/Organizational Psychologists Meeting, Houston, TX, October 9, 2000.

Invited Panelist, Academy of Management Human Resources Division Doctoral Consortium. Chicago, Illinois. August 1999.

Invited Workshop, Structural Equations Modeling: A Primer. Society for Industrial and Organizational Psychology Pre-Conference Workshops, April, 1999. Atlanta, Georgia.

Advances in training evaluation. Centro Caribeño de Estudios Postgraduados, San Juan, Puerto Rico. June, 1998.

Invited Panelist, Academy of Management Human Resources Division Doctoral Consortium. Cincinnati, Ohio. August 1996.

Invited chair, Industrial/Organizational session of the Southwestern Psychological Association Meeting. Houston, Texas. March, 1996.

Are you experienced? The meaning and measurement of the work experience construct. Address to the Psychology Department Colloquium Series, Tulane University, New Orleans, LA, November, 3, 1995.

Contextual Influences on Training Effectiveness. Address to the I/O Psychology Program Colloquium Series, Texas A&M University, College Station, TX, October 4, 1996.

TECHNICAL REPORTS

Quiñones, M.A. (1999). Psychometric Evaluation of the Chicago Department of Police D2 Promotional Exam. Final report submitted to Jeanneret and Associates, Houston, Texas.

Quiñones, M.A. (1995). Maintaining skills after training: The role of opportunity to perform trained tasks on training effectiveness. Final report for the Summer Research Extension Program. Sponsored by the Air Force Office of Scientific Research, Bolling AFB, and Rice University. Conducted in cooperation with the Human Resources Directorate of the Armstrong Laboratory, Brooks AFB: San Antonio, TX.

Quiñones, M.A. (1995). Psychometric Analyses of Selected Scales from the MEA Baseline Questionnaire. The University of Texas M.D. Anderson Cancer Center. Houston, TX.

Quiñones, M.A. (1994). The Role of Experience in Training Effectiveness. Final report for the Air Force Office of Scientific Research Summer Faculty Research Program, Human Resources Directorate of the Armstrong Laboratory, Brooks AFB: San Antonio, TX.

Ford, J.K., Quiñones, M.A., Segó, D.J., & Speer, J. (1991). Assessing Training Efficiency. Human Resources Directorate of the Armstrong Laboratory, Brooks AFB: San Antonio, TX.

Jeanneret, P.R., Koelzer, S. & Quiñones, M.A. (1991). Assessment of literacy skills of Brown & Root employees at the Dupont, LaPorte, Texas plant. Jeanneret & Associates, Inc.: Houston, TX.

Ford, J.K. & Quiñones, M.A. (1990). Evaluation of the J. Howard & Associates, Inc. Risk Taking for Professional Development Seminar. Employers Designing Gainful Employment (EDGE), Battle Creek, MI.

Quiñones, M.A. & Ford, J.K. (1990). Evaluation of the Battle Creek Urban League summer work program. Battle Creek Urban League, Battle Creek, MI.

Quiñones, M.A. & Ford, J.K. (1990). Validation of the PCT Exam. Volume 1: The development of the PCT Certification Examination. Michigan Pharmacists Association, Lansing, MI.

Quiñones, M.A. & Ford, J.K. (1990). Validation of the PCT Exam. Volume 2: The validation process. Michigan Pharmacists Association, Lansing, MI.

GRANTS

- National Science Foundation, “The Rice Virtual Lab in Statistics”. (co-PI; David Lane, PI) 1997-1999. \$200,000
- Center for the Study of Institutions and Values, Rice University. Spring 1996. \$750.00
- Principal Investigator: “Maintaining skills after training: The role of opportunity to perform trained tasks on training effectiveness”. Grant funded by the Air Force Office of Scientific Research. January, 1995 to December, 1995; \$25,000.
- Center for the Study of Institutions and Values, Rice University. Spring 1994. \$3,450.
- Rice University Summer Research Funds. Summer 1994. \$1,000
- National Science Foundation Minority Graduate Fellowship Special Award. National 4,000, 9/89 to 2/91. PI

EDITORIAL POSITIONS

- Associate Editor, Management Research: A Journal of the Iberoamerican Academy of Management (2014 – present)
- Editorial Board, Journal of Management (1998 – 2001, 2010 to present)
- Editorial Board, Personnel Psychology (1997 – 2001, 2010 – 2014)
- Associate Editor, Journal of Management (2008 – 2011)
- Associate Editor, The Business Journal of Hispanic Research (2006 – 2011)
- Associate Editor, International Journal of Selection and Assessment (2000 – 2001)
- Editorial Board, Journal of Applied Psychology (1997 – 2008)
- Editorial Board, Human Factors (1999 – 2004)

PROFESSIONAL ACTIVITIES

- VP and Secretary, Iberoamerican Academy of Management (2014 – present)
- Member, Governance Task Force. Society for Industrial and Organizational Psychology (2007-2008).
- Executive Committee, Human Resources Division, Academy of Management (2007 – 2010)
- Chair, Membership Committee, Society for Industrial and Organizational Psychology (2006 – 2008)
- Panel Member (2005 - 2007). Committee on Opportunities in Basic Research in the Behavioral and Social Sciences for the U.S. Military. National Research Council/National Academy of Sciences.
- Chair, Committee on Ethnic Minority Affairs, Society for Industrial and Organizational Psychology (2004 – 2006)

- Workshops Committee – Society for Industrial and Organizational Psychology (2001 – 2004).
- Chair, Education and Training Committee – Society for Industrial and Organizational Psychology (1999 - 2001)
- Executive Board Member – Houston Area Industrial and Organizational Psychologists (1993 – 2003).
- Panelist, NASA Life Sciences Standing Panel for Behavior and Performance, grant review (1999 - 2003)
- Panelist, Department of Education, Institute for Education Sciences, grant review (2004)

COURSES TAUGHT

- Organizational Behavior (PMBA, Full Time MBA, Aspiring Education Leaders Program)
- General Management (BBA)
- Organizational Capabilities and Design (Executive MBA)
- Strategic Human Resources Management (MBA, EMBA, Aspiring Education Leaders Program)
- Leading Organizational Change (Undergraduate, MBA, Aspiring Education Leaders Program)
- Leadership and Management Skills Development (Undergraduate)
- Industrial and Organizational Psychology (Undergraduate)
- Psychological Testing (Undergraduate)
- Statistical Methods (Undergraduate)
- The Psychology of Motivation (Undergraduate)
- Training and Development in Organizations (MBA, Doctoral)
- Personnel Selection (Doctoral)
- Psychometrics (Doctoral)
- Research Methods (Doctoral)

EXECUTIVE EDUCATION

- Topics
 - Leading in a rapidly changing world
 - Decision Making
 - Leveraging Human Capital
 - Motivating Others
 - Leading Effectively
 - Leadership Brand
 - Diagnosing and Changing Culture
 - Leading Organizational Change
 - Identifying and Developing High Potentials
 - Creating a Culture of Innovation

- Representative Clients
 - AT&T
 - Walmart
 - Pepsico
 - State Farm
 - Hunt Oil
 - Apache Corporation
 - Pioneer Natural Resources
 - Six Flags
 - Devon Energy
 - Anadarko Petroleum Corporation
 - National Hispanic Corporate Council
 - Torchmark
 - QEP Resources, Inc.
 - Baylor Scott & White Healthcare
 - American Beacon
 - Andrews Distributing
 - Hispanic Professionals of Greater Milwaukee
 - Los Angeles Metro
 - Martin Marietta
 - Comcast NBC Universal
 - Granite Park Properties
 - ProMexico

CONSULTING EXPERIENCE

- Teaching Trust (Management team development)
- Careerbuilder.com (Keynote speaker at client events; sales force training)
- NASA (Expert advisor on congressionally mandated astronaut survey)
- Chevron (Expatriate mobility study)
- Anthem (Training and Development of IT Associates)
- Wyle Laboratories (Evaluation of Astronaut Training)
- PeopleAnswers, Inc. (Advisory Board Member)
- The Minute Maid Company (Executive Development)
- Chicago Police Department (Assessment of Detective Promotion Exam)
- Jeanneret & Associates, Inc. (Statistical Consultant)
- The Kingwood Group (Statistical Consultant)
- Kelsey-Seybold Clinics, Houston, Texas (Training Evaluation)
- Cargill International (Executive Development)
- M.D. Anderson Cancer Center, Houston, Texas (Statistical Consultant)
- Michigan Pharmacists Association (Certification test validation)

PROFESSIONAL AFFILIATIONS

- Academy of Management
- American Psychological Association, Fellow
- Society for Industrial and Organizational Psychology, Fellow

SERVICE (Southern Methodist University)

- Co-Chair, University Curriculum Task Force (2016 – present)
- Executive Committee, Cox School of Business (2013 – present)
- Research and Development Committee, Cox School (2006 – present)
- Faculty Senate's Subcommittee on Admissions and Financial Aid, aka University Admissions Council (2014 – present)
- Promotion and Tenure Committee, Cox School (2014 – present)
- Common Reading Discussion Leader (2007 – present)
- Presidential Scholars Selection Committee (2015 – present)
- Graduation Marshall (2006, 2016, 2017)
- Education Policy and Leadership Faculty Search Committee (2014 – 2015)
- Ethics and Tenure Committee (2012 – 2013)
- Academic Advisor for Hunt Leadership Scholars (2007-2012)
- Common Reading Book Selection Committee (2009, 2014/15)
- Study Abroad Task Force (2009 – 2010)
- Human Resources, Performance Management Task Force (2008 – 2009)
- Assistant Professor of Sociology Search Committee (2008 – 2009)
- General Education Review Committee (2008 – 2010)
- Board of Directors, Tate Lecture Series (2008 – 2010)
- Big iDeas at SMU Submission Review Panel (2008, 2009, 2010)
- President's Commission on the Status of Racial Minorities (2007 – 2012)
- MBA Program Task Force, Cox School (2007 – 2008)
- Promotion and Tenure Committee, Cox School (2006 – 2008)
- American Airlines Global Leadership Program, Cox School (2006 – 2008)
- Human Resources Roundtable, Cox School (2006 – present)
- Honors Programming Task Force (2006 – 2007)
- Faculty Senate ad-hoc Committee on Research (2006 – 2008)
- Member, Director of Human Resources Search Committee (2007 – 2008)
- SMU Student Fulbright Candidates Interview Panel (2007 - 2010)
- ESL Hispanic Youth Outreach Program, Cox School (2007)

SERVICE (University of Arizona)

Eller College

- Faculty Advisor, Hispanic Business Student Association (2004 – 2006)
- Honors Faculty Fellow (2004 – 2006)
- Eller MBA Alumni Weekend Mini Exec Ed. Speaker (2004)
- Executive MBA planning committee (2004 – 2006)

- Senior Director of Development Search Committee (2005)
- Director of Professional Development Search Committee (2005)
- Muzzy Endowed Chair in Entrepreneurship and Technology Search Committee (2005)

University

- Guest speaker, Mexican American Studies Leadership Seminar, February 24, 2005.

SERVICE (Rice University)

University

Master of Baker College (2000 – 2003)
Chair, Committee of the Masters (Spring 2003)
Chair, Alcoholic Beverage Policy Advisory Committee (2002 – 2003)
Education Council (2000 – 2003)
Founding Faculty Director – Rice Undergraduate Research Symposium (2001 – 2003)
Faculty Associate of Baker College (1994 - 2000)
Social Sciences Divisional Advisor, Baker College (1995 - 2003)
Undergraduate Admissions Committee (1997 – 2003)
Presenter, Rice University Alumni College (2002)
High School Advanced Placement Institute (1995 – 2001)
Minority Student Recruiting, Rice VISION (1994 - 2003)
College Courses Evaluation Committee (Ad-hoc) (1994 - 1995)
Assistant Director of Career Services Search Committee (1995 - 1996)
Associate Provost Search Committee (1995 - 1996)
Committee on Public Lectures (1995 - 1997)
Rice University Latin America Liaison Association Faculty Advisor (1998 – 1999)

Psychology Department

Director of Graduate Studies (2002 – 2003)
Director, Industrial/Organizational Graduate Program (1997 - 2003)
Colloquium Committee (1993 – 1994, 2000 - 2002)
Library Liaison (1994 - 2003)
Undergraduate Committee (Chair 1997 – 2000, member 2000 - 2002)
Psi Chi Faculty Advisor (1998 – 2000)

GRADUATE COMMITTEES CHAIRED (Rice University)

Doctoral

Roman Longoria (1997)
Annette Spsychalski (1997)
Brad Mudgett (1999)
Angie Nease (1999)
Sylvia Hysong (2000)
Annie Adams (2000)

Derek Avery (2001)
Scott Tonidandel (2001)
Courtney Holladay (2004)

Masters

Roman Longoria (1994)
Wendy Richman (1995, PhD at Illinois)
Brad Mudgett (1996)
Annie Adams (1999)
Kristin Griffith (1999)
Derek Avery (1999)
Courtney Holladay (2002)
Kelly de Chermont (2003)
Stacey Turner (2003)