

Curriculum Vitae for

ALAN DAVID MEAD

[contact information redacted]

Professional Experience

March 2003 - Present, American Institute of Certified Public Accountants

Psychometrician. Responsible for planning and executing psychometric analyses in support of computerization of the Uniform CPA Exam, especially the calibration of IRT item models. Assist developers in specifying software for administering, scoring, and reporting results. Responsible for design, implementation, and maintenance of pretest analysis and scoring. Built automated pretest database and reporting system to automate report creation. Assisted with other psychometric tasks and planning and forecasting.

December 2000 – January 2002, Aon Management Consulting

Senior Manager. Responsible for client project management and execution. Assist with product development. Specific activities: managed and executed projects to analyze legal risk in selection, down-sizing, and glass-ceiling contexts; contributed to Aon products and client projects as a “thought leader” for computerized and web-based testing; contributed to a knowledge management project, primarily by managing the IT issues.

February 1999 – April 2002, Linux Professional Institute (professional activity)

Chief psychometrician. The Linux Professional Institute (LPI; <http://www.lpi.org>) is a not-for-profit organization incorporated to develop and manage a "best in class" certification program for Linux. Until 2000, I advised LPI about practical, psychometric, professional, and budgetary matters. I assumed psychometric and exam development duties after the untimely death of the exam director. I am particularly excited about this project which affords me the opportunity to do my part to enrich the user-supported Linux community. Specific activities: assisted in the design of the job analysis and survey software; conducted the actual analyses of the job survey data; developed a marketing survey including the web-based administration; drafted item writing guidelines; recomputed the Level 1 (L1) norms and rescaled one form; published revised English and Japanese exams with VUE; revised the item writing guidelines based on analysis of the L1 data; designed and conducted the L2 job analysis; advised L2 item writers; designed and executed beta testing program, including publication of a combined L2 beta exam; analyzed beta data; implemented examinee interface to review beta results; published final English and Japanese exams with VUE. Used Apache, Perl, Pascal, SPSS.

May 1996 - December 2000, Institute for Personality and Ability Testing

Research scientist. Responsible for original research and development, including product development (generating product ideas; proposing, designing, and conducting research; writing

documentation). Acquired or strengthened knowledge and skills in these areas: IRT (personality models, polytomous models, MIRT), covariance structure modeling; psychological assessment; coaching and counseling; personality theory and practice; test construction; computerized and networked test administration, scoring, and reporting; managing non-reporting teammates. Used Pascal, SAS, SPSS, BILOG, LISREL.

Programming manager. Manage a small team of programmer analysts responsible for product development, technical service, and routine IS maintenance. Created processes for quality assurance testing, software design, P/A selection. Actively involved in investigating new technologies and other innovations. Developed web-based administration, scoring, and reporting service. Used Pascal, Perl, Apache (Apach+mod_ssl), Linux, Samba.

May 1996 - July 1998, Model-Based Measurement Laboratory & ADAMS

Laboratory member

(a non-compensated professional activity)

Participated in laboratory activities aimed at developing a non-parametric multidimensional IRT model for personality data. Applied advanced psychometric models to traditional and novel datasets; conducted comparisons of laboratory's psychometric methods to competing psychometric technologies. Used FORTRAN and Pascal.

May 1993 - May 1996, HRStrategies/Aon Human Resources Consulting Group

Senior Consultant. Provided expert advice to industry leaders, governmental agencies, and other I/O consultants about cutting-edge assessment technologies (IRT, IRT DIF, computerized assessment, computer adaptive testing, psychometric meta-analysis). Designed and conducted applied research to support client initiatives. Also performed more traditional consulting activities: conducted focus groups, constructed scales, performed job analyses, best-practices surveys, performed criterion- and content-validation analyses. Managed support staff on projects, conducted screening interviews, participated in process improvement committees. Used SPSS, BILOG, TESTFACT, Pascal, and other non-commercial psychometric software.

February 1992 - December 1992, Independent Consulting

Consultant. Developed psychometrics (assessed dimensionality, calibrated items, coded adaptive algorithm, conducted simulations, drafted final report, wrote supplementary item sets) for an adaptive assessment of programmer potential under the supervision of Prof. Fritz Drasgow. Guided client programmers in the development of the delivery software. Used Pascal, BILOG, SAS.

September 1988 - May 1993, University of Illinois

Teaching Assistant. Taught two laboratory sections of "Research Methods in Social Psychology: Field Settings" under the supervision of Prof. Fritz Drasgow and Dr. Gila Budescu. Prepared lectures, exercises, evaluations, and laboratory materials (including detailed SAS and

OpenWindows exercise tutorials); advised advanced undergraduates in execution of original research.

Research Assistant to Prof. Fritz Drasgow. Through the course of several projects, wrote FORTRAN and Pascal code to conduct Monte-Carlo simulations, deliver videodisc-based multi-media assessment, computerized in-basket assessment, and a flexible adaptive testing engine. Research focused on computerized assessment, polytomous IRT models, and appropriateness measurement.

Research Assistant to Prof. Peter Carnevale. Gathered and analyzed data using SAS and Pascal programs; participated in the design, implementation and presentation of original social conflict research. Supervised three undergraduate research assistants.

September 1987 - May 1988, University of Illinois

Undergraduate Research Assistant to Prof. Elke Weber. Analyzed data using SAS and FORTRAN programs on IBM mainframe. Participated in original decision-making research.

Professional Society Memberships

American Psychological Association
American Psychological Society
National Council on Measurement in Education
Society for Industrial and Organizational Psychology

Education

Ph.D., University of Illinois at Urbana-Champaign, May, 2000
Major: Industrial/Organizational Psychology
Minor: Social Psychology and Quantitative Psychology (split minor)
Thesis: Properties of a Resampling Validation Technique for Empirically Scored Psychological Assessments (Chair: Fritz Drasgow)

M.A., University of Illinois at Urbana-Champaign, May 1992
Major: Industrial/Organizational Psychology
Thesis: Effects of administration medium: A meta-analysis (Chair: Fritz Drasgow)

B.A. in Psychology, University of Illinois at Urbana-Champaign, June 1988

Teaching Interests

- A survey of psychological assessment via computer
- Advanced item response theory and its application

- Assessment for selection, certification, and training: Theory and practice
- Basic and advanced quantitative analysis for behavioral scientists
- Internet usage for behavioral scientists
- Introduction to decision theory
- Introduction to industrial and organizational psychology
- Methods of job analysis
- Negotiation and mediation
- Personality theory and assessment
- Personnel selection in theory and practice
- Psychological measurement
- Research methods for behavioral scientists
- Structural equations modeling: Theory and practice
- Test development, validation, and standardization
- The legal environment of personnel decisions
- Vocational assessment and career choice

Research Interests

- Individual differences in ability, personality, values, and motivation in the areas of work performance, decision-making, and conflict management
- Enhancing organizational effectiveness through practical human resource management
- Performance of technologically-linked, geographically dispersed work groups
- Model-based psychological assessments
- Research and assessment methodology
- Cognitive process models
- Personality-oriented models of behavior

Refereed Journal Articles

Ellis, B. B. & Mead, A. D., (2000). Assessment of the measurement equivalence of a Spanish translation of the 16PF questionnaire. *Educational and Psychological Measurement*, 60(5), 787-807.

Olson-Buchanan, J. B., Drasgow, F., Moberg, P. J., Mead, A. D., Keenan, P. A., & Donovan, M. A. (1998). Interactive video assessment of conflict resolution skills. *Personnel Psychology*, 51, 1-24.

Erwin, F., W. , & Mead, A. D. (1997). The Law Enforcement Candidate Record (LECR). *Security Journal*, 8, 113-116

Drasgow, F., Levine, M., V., Tsien, S., Williams, B., Mead, A. D. (1995). Fitting polychotomous item response theory models to multiple-choice tests. *Applied Psychological Measurement*, 19, 143-165

Maydeu-Olivares, A., Drasgow, F. & Mead, A. (1994). Distinguishing among parametric item response models for polychotomous ordered data. *Applied Psychological Measurement, 18*, 245-256.

Mead, A. D., & Drasgow, F. (1993). Equivalence of computerized and paper-and-pencil cognitive ability tests: A meta-analysis. *Psychological Bulletin, 114*, 449-458.

Book Chapters

Ellis, B. B. & Mead, A. D., (2002). Item analysis: Theory and practice using classical and modern test theory. In S. G. Rogelberg (Ed), *Handbook of research methods in industrial and organizational psychology*. Blackwell: Malden, MA.

Cattell, H. E., Mead, A. D., & Cattell, R. B. (In press). The 16PF. In S. R. Briggs, J. M. Cheek, & E. M. Donahue (Eds.), *Handbook of Adult Personality Inventories*. New York: Plenum Publishers.

Drasgow, F., Olson, J. B., Keenan, P., Moberg, P., & Mead, A. (1993). Computerized Assessment. In G. R. Ferris and K. M. Rowland (Eds.), *Research in personnel and human resources management, Vol. 11*. Greenwich, CT: JAI Press.

Conference and Meeting Presentations

Mead, A. D. & Drasgow, F. (April, 2003). *Examination of a resampling procedure for empirical keying*. Society for Industrial and Organizational Psychology, Orlando, Florida.

Mead, A. D. & Blitz, D. L. (April, 2003). *Comparability of paper and computerized psychological measures: Review and integration*. Society for Industrial and Organizational Psychology, Orlando, Florida.

Mead, A. D. (April, 2003). *Meeting the challenge of innovative, large-scale, high-stakes, computer-based testing* (Symposium Chair). National Council on Measurement in Education Conference, Chicago, Illinois.

Mead, A. D., Evans, J., & Zhang, Y. O. (April, 2003). *A report on cloning and calibrating items for the Uniform CPA exam*. National Council on Measurement in Education Conference, Chicago, Illinois.

Mead, A. D. (April, 2002). *Creating alternate forms: An investigation into three methods of item cloning* (Symposium presentation). Society for Industrial and Organizational Psychology, Toronto, Canada.

Mead, A. D. & Coussons-Read, M. E. (April, 2002). *The equivalence of paper- and web-based versions of the 16PF Questionnaire* (Symposium presentation). Society for Industrial and Organizational Psychology, Toronto, Canada.

Mead, A. D. (April, 2001). *How well does web-based testing work? Results from a survey of NetAssess™ users* (Symposium presentation). Society for Industrial and Organizational Psychology, San Diego, CA.

Downey, R.G. (Chair), Hartford, R. L., Mead, A.D., Overton, R. C., & Zickar, M. (April, 2000). *Classical/IRT Test Methods: Which do I use and When?* (Panel Discussion). Society for Industrial and Organizational Psychology, New Orleans, LA.

Mead, A. D., Ellis, B. B., & Bedwell, S. (April, 2000). *How to Use the New Rules in Cross-Cultural Personality Scale Comparisons* (Symposium presentation). Society for Industrial and Organizational Psychology, New Orleans, LA.

Mead, A. D., Russell, M., & Bedwell, S. (August, 1999). *Personality Assessment for Law Enforcement Officers: CAQ & LEADR*. (Invited presentation). Annual meeting of the police psychology division of APA, Boston, MA.

Schuerger, J. M., & Mead, A. D. (April, 1999). *Fitting people to jobs: A comparison of three approaches*. (Symposium presentation). Society for Industrial and Organizational Psychology, Atlanta, GA.

Mead, A. D. (April, 1999). *Providing meaningful feedback for omnibus personality measures*. (Symposium presentation). Society for Industrial and Organizational Psychology, Atlanta, GA.

Adcox, K., Taylor, W., & Mead, A. D. (April, 1999). *Selecting safer state troopers by leveraging normal personality*. (Symposium presentation). Society for Industrial and Organizational Psychology, Atlanta, GA.

Baute, P., & Mead, A. D. (April, 1999). *Alternative validation strategies for small-N settings*. (Symposium presentation). Society for Industrial and Organizational Psychology, Atlanta, GA.

Ellis, B., & Mead, A. D. (1998). *Equivalence of the 16PF in Spanish and English*. (Symposium presentation). International Congress of Applied Psychology, San Francisco, CA.

Mead, A. D., Lord, W., Sistedos, N., & Gillette, I. (1998). *Equivalence of the Cattellian personality model in four western cultural contexts*. (Symposium presentation). International Congress of Applied Psychology, San Francisco, CA.

Mead, A. D., Segall, D. O., Levine, M. V., & Williams, B. A. (April, 1997). *Multidimensional assessment for multidimensional minds: Leveraging the computer to assess*

personality comprehensively, accurately, and briefly. (Symposium Presentation) Society for Industrial and Organizational Psychology, St. Louis, MO.

Mead, A. D. & Shull, C. K. (April, 1996). *Item response theory parameter estimate invariance: The effect of an unrepresentative calibration sample.* (Poster Presentation) Society for Industrial and Organizational Psychology, San Diego, CA.

Mead, A. D. & Drasgow, F. (April, 1994). *An empirical scoring method.* (Symposium) Society for Industrial and Organizational Psychology, Nashville, TN.

Hulbert, L., Mead, A. D., & Komorita, S. S. (1993). *Limited communication in a social dilemma.* Paper presented at the Southern Conference on Philosophy, New Orleans, LA.

Drasgow, F., Keenan, P.A., Olson, J.O., Moberg, P.J., & Mead, A.D. (April, 1991). *Multi-media computerized assessments of individuals.* (Symposium) Society for Industrial and Organizational Psychology, St. Louis, MO.

Drasgow, F., Keenan, P. A., Olson, J. O., Moberg, P. J., & Mead, A. D. (June, 1991). *Compas: A computerized assessment system.* International Personnel Management Association Assessment Council meeting, Chicago, IL.

Carnevale, P.J., & Mead, A. (1990). *Decision frames in the mediation of disputes.* Presented at the Annual Meeting Judgment Decision Making Society, New Orleans, LA.

Lim, R. G., Williams, B., McCusker, C., Mead, A., Thomasson, G. L., Drasgow, F., & Levine, M. V. (May, 1989). *A non-parametric polychotomous model and estimation procedure.* Presented at the Office of Naval Research Conference on Model-Based Psychological Measurement, Norman, OK.

Technical Reports and Professional Papers

Mead, A. D. (Unpublished manuscript). Equating Fourth and Fifth Editions of the 16PF Questionnaire. Champaign, IL: IPAT.

Mead, A. D. (2000). Correlates of the Fifth Edition Reasoning scale. Champaign, IL: IPAT.

Mead, A. D. & Kelly, M. L. (1999). Why use personality in selection?. In M. L. Kelly (Ed.), *16PF Select Manual: The Select Solution.* IPAT: Champaign, IL.

Mead, A. D. & Kelly, M. L. (1999). Job performance modeling for the 16PF Select. In M. L. Kelly (Ed.), *16PF Select Manual: The Select Solution.* IPAT: Champaign, IL.

Mead, A. D. (1999). Does the 16PF questionnaire measure the Big Five? Champaign, IL: IPAT.

Mead, A. D. (1998). Validation of a Spanish Fifth Edition Reasoning scale. Champaign, IL: IPAT.

Mead, A. D. (1997). Selecting items for the power subtests of GATB forms E and F. Grosse Pointe Farms, MI: HRStrategies.

Training Experience

Mead, A. D., McKnight, P. E., & Zhang, Y. O. (April, 2003). *Open-source software for IRT analysis: An introduction to the use of IRT command language software and related software*. National Council on Measurement in Education Conference, Chicago, Illinois.

Mead, A. D., Russell, M. T., & Bedwell, S. E. (August, 1999). *The LEADR and CAQ*. (Product presentation). Pre-APA Division 39 CEU Training Day. Boston Police Headquarters, Boston, MA.

Mead, A. D. (August, 1999). *An introduction to Internet testing*. IPAT Internal Training Seminar, Savoy, IL.

Mead, A. D. (March, 1998). *Test development and validity*. IPAT Internal Training Seminar, Savoy, IL.

Mead, A. D. (January, 1993). *Reliability, validity, and small-N settings*. Greater Illinois Chapter of the International Personnel Management Association, Decatur, IL.

Psychological measures

Mead, A. D. (1999). LPI background characteristics LPI: Saint John, NB Canada.

Mead, A. D. (1999). Intentions to certify as a Linux system administrator. IPAT: Champaign, IL.

Mead, A. D. (1998). Personality-Related Survey. (Personality-related job analysis). IPAT: Champaign, IL.

I have contributed items to the following measures:

Schuerger, J. M. (1999). Adolescent 16PF. IPAT: Champaign, IL.

Cattell, R. B., Cattell, M. K., & Cattell, H. E. P. (1998). 16PF Questionnaire (American Spanish Edition). IPAT: Champaign, IL.

Popular press and trade publications

Mead, A. D. (1999). At least we can agree on supporting Linux! Linux Today, <http://www.linuxtoday.com>.

Mead, A. D. (1997). Assessment in an organizational context. *Ohio Psychologist*, 44(2),34-37.

Reviewing Experience

- Personnel Psychology
- British Journal of Psychology
- Society of Industrial and Organizational Psychology Conference
- National Council on Measurement in Education
- APSSC Small Grant Award competition
- Numerous evaluations of assessments, research, and products at the Institute for Personality and Ability Testing

Professional education

- Employee retention. (April, 2000). Society for Industrial and Organizational Psychology
- Individual assessment. (April, 2000). Society for Industrial and Organizational Psychology
- Test equating. (May, 1999). International Conference on Test Adaptation.
- Leveraging technology in test adaptations. (May, 1999). International Conference on Test Adaptation.
- How to start your own I/O consulting practice. (April, 1999). Society for Industrial and Organizational Psychology
- Demystifying executive coaching. (April, 1999). Society for Industrial and Organizational Psychology
- Legal issues in human resource management. (April, 1998). Society for Industrial and Organizational Psychology
- Implementing multi-rater feedback systems. (April, 1998). Society for Industrial and Organizational Psychology
- How to handle multiple projects and meet deadlines. (March, 1998). Fred Pryor Seminars.
- How to supervise. (February, 1997). Fred Pryor Seminars.
- How to use the Franklin Planner. (July, 1996). Covey institute.

Certifications

- LPIC-1 (Linux system administrator)
- Linux+ (Junior Linux system administrator)
- Certified LEADer Assessor

Software Projects and Expertise

I am an experienced programmer. A list of my software projects is available upon request. I have a high degree of familiarity with most common software statistical and productivity applications (SAS, SPSS, MS Office, etc.)