

Katherine Mohler Fodchuk, M.A.

kfodchuk@odu.edu; <http://www.oddfod.net/kfodchukconsult>

Education

Old Dominion University, Norfolk, VA

PhD. Industrial/Organizational Psychology (expected June 2008)

Dissertation: Organizational justice perceptions in China: Development of the Chinese Organizational Justice Scale

Minor: International Studies

California State University, Sacramento

Master of Arts in Industrial/Organizational Psychology (January 2003)

Master's Thesis: Comparison of performance evaluation measures, use of voice, and perceptions of procedural justice in French and American organizations. (Funded by a Fulbright Advanced Student Scholarship 2001-2002)

California Polytechnic State University, San Luis Obispo

Bachelor of Science in Psychology (March 1998)

Minor: French

Consulting Experience

Contract Consulting Projects

Dates: 10/06 – current

- Research for validation of workplace well-being measure for company offering diagnostic tools to employers concerned with organizational health and employee well-being.
- Development of research-based recommendations and change model for a large software company surrounding the merger and acquisition process when the goal is talent retention.
- Criterion validation of leadership and executive team leadership measures for consulting firm specializing in change management, strategy, and leadership development.
- Implementation of instructional change intervention involving professional development seminars for educators; use of process consultation for needs identification; learning teams; development of integrated and formative evaluation of intervention.
- Preparation of an organizational diagnosis, intervention, and evaluation plan for manufacturing company that was shifting to a sustainable business model.

California State Personnel Board

Position: Test Validation and Development Specialist

Employment Dates: 6/02 to 8/05 (8/04 – 8/05 part-time consulting from VA)

- Facilitate meetings dealing with project collaboration, coordination, and foster buy-in with key stakeholders in California state agencies (e.g., executive officers,

commissioners, board members, managers, subject matter experts, etc.) to develop and implement new selection systems, training objectives, and performance standards.

- Management of numerous projects involving large scale data collection, occupational and job analysis, competency modeling, and selection system development for positions in various California state agencies.
- Development of training standards for state prison correctional officers' academy curriculum; included job shadowing for occupation audits, facilitation of SME focus groups, job analysis, and standards revisions and development of implementation guide.

Biddle & Associates, Inc. (now Biddle Consulting Group)

Position: Consultant

Dates: 5/98 – 6/01

- Project management in litigation support in the areas of selection system validation, alternate employment practices, disparate impact analysis, EEO case law research, reduction-in-force analysis, and declaration/legal document writing.
- Management of projects surrounding large-scale compensation audit review; development of statistical analysis software for examination of equity in employee compensation (see Stillson & Mohler, 2001).

Representative Publications

Fodchuk, K. M., & Sherman, H. D. (IN PRESS). Procedural justice and French and American performance evaluations. *Cross Cultural Management: An International Journal*.

Fodchuk, K. M. (2007). Work environments that negate counterproductive behaviors and foster organizational citizenship: Research-based recommendations for managers. *The Psychologist-Manager Journal*, 10, 27 – 46.

Fodchuk, K. M. & Sidebotham, E. J. (2005). Procedural justice in the selection process: A review of research and suggestions for practical applications. *The Psychologist-Manager Journal*, 8, 105 - 120.

Stillson, C. S., Mohler, K. M. (2001). History still in the making: the continual struggle for equal pay. *World at Work Journal*, 10(1), 28 – 37.

Training, Instructional, and Presentation Experience

California State Personnel Board

Trainer for Selection Analyst Training Program

- Training state personnel on use of statistics in personnel selection; job analysis methods; interpretation of selection exam results and item analyses; and examination administration processes.

Old Dominion University, Norfolk, VA

- Position: Adjunct Lecturer; Class: Psychology 345 - Organizational Psychology
- Position: Graduate Teaching Assistant; Class: GEN 101 - Global Environment

California State University, Sacramento

- Position: Instructor; Class: Psychology 1-Basic Processes

Representative Conference Presentations

Fodchuk, K. M., Myran, S., Robinson, J. (2008). Momentum for change: Examining the relationships among teacher participation level, commitment to change, and behavioral support for change. *Accepted for presentation at American Educational Research Association Annual Conference in New York City, NY.*

Fodchuk, K. M., Downey, H. J. (2007). Instrumental and Noninstrumental Voice and Procedural Justice in French and American Performance Evaluations. *Presented in the International Organizational Behavior symposium at the Academy of Management Conference in Philadelphia, PA.*

Fodchuk, K. M., Yan, G., Zhang, Z., Liu, Y., Wei, R. Li, X., (2006). Culture-Specific Criteria in Chinese Organizational Justice Judgments. *Paper presented at the "Business as an Agent of World Benefit: Management Knowledge Leading Positive Change." Conference hosted by the Academy of Management and the United Nations at Case Western Reserve University in Cleveland, Ohio (October 23 – 25, 2006).*

Fodchuk, K.M., Davis, D. D., Downey, H. (2006). Group-Level Analysis of Innovation Implementation Effectiveness. *Paper presentation for the Society of Industrial/Organizational Psychology Conference in Dallas, Texas in May 2006.*

Fodchuk, K.M. (2004). *Promoting Fairness in Assessment and Other Employment Practices.* Presented at the Personnel Testing Council of Northern California Annual Spring Conference. Emeryville, CA.

Mohler, K.M. (2000). *How to Address Both OFCCP and Title VII Burdens in Pay Equity Analyses.* Presentation at American Association for Affirmative Action 26th Annual Conference, Washington D.C.

Mohler, K.M. (2000). *Conducting a Proactive Internal Compensation Review.* Presentation at the American Contract Compliance Association 2000 Training Institute, Burlingame, CA.

Affiliations/Certification

Society of Industrial/Organizational Psychology
American Psychological Association
Academy of Management
Personnel Testing Council of Northern California (Secretary 2003-2004)
Fulbright Alumni Association Member
Certified Selection Analyst – California State Personnel Board (2003)
Certified Mediator – Conflict Resolution Program of the Central Coast (1998)