

MARIE WAUNG

The University of Michigan - Dearborn
Behavioral Sciences
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EDUCATION

The Ohio State University Columbus, Ohio

Ph.D.: June, 1992 M.A.: August, 1989

Major: Industrial/Organizational Psychology

Minor: Statistical Analysis

Miami University Oxford, Ohio

B.A.: May, 1987, Summa cum Laude

DISTINCTIONS

Distinguished Advisor of a Student Organization Award, University of Michigan – Dearborn, 2001

Distinguished Teaching Award, University of Michigan - Dearborn, 1997

Member, Phi Beta Kappa

PUBLICATIONS IN REFEREED JOURNALS

Waung, M. & Brice, T. S. (2007). The effect of acceptance/rejection status, status notification, and organizational obligation fulfillment on applicant intentions. Journal of Applied Social Psychology, 37, 2048-2071

Waung, M. & Jones, D. R. (2005). The effect of feedback packaging on ratee reactions. Journal of Applied Social Psychology, 35, 1630-1655.

Brice, T. S., & Waung, M. (2002). Web site recruitment characteristics: American's best versus America's biggest. Society for the Advancement of Management Journal, 67, 4-8.

Waung, M., & Brice, T. S. (2000). Communicating negative hire information to applicants: Fulfilling psychological contracts. Journal of Business and Psychology, 15, 247-263.

Waung, M., & Brice, T. S. (1998). The Effects of Conscientiousness and Opportunity to Caucus on Group Performance. Small Group Research, 29, 650-660.

Stiles, W. B., Lyall, L. M., Knight, D. P., Ickes, W., Waung, M., Hall, C. L., & Primeau, B. E. (1997). Gender differences in verbal presumptuousness and attentiveness. Personality and Social Psychology Bulletin, 23, 759-772.

Waung, M., & Highhouse, S. (1997). Fear of conflict and empathic buffering: Two explanations for the inflation of performance feedback. Organizational Behavior and Human Decision Processes, 71, 37-54.

Waung, M. (1995). The effects of self-regulatory coping orientation on newcomer adjustment and job survival. Personnel Psychology, 48, 633-650.

Waung, M., MacNeil, M., & Vance, R. J. (1995). Reactions to feedback in goal choice and goal change processes. Journal of Applied Social Psychology, 25, 1360-1390.

PUBLICATIONS IN EDITED WORKS

Waung, M. (2003). Industrial/organizational psychology appendix. In S. E. Hockenbury & D. H. Hockenbury, Introduction to Psychology, third edition. New York, NY: Worth Publishing.

Brice, T. S., & Waung, M. (2001). Is the science-practice gap shrinking? Some encouraging news from an analysis of SIOP programs. The Industrial-Organizational Psychologist, 38, 29-37.

Brice, T. S., & Waung, M. (1995). Applicant rejection letters: Do businesses send the wrong message? Business Horizons, 38, 59-62.

RESEARCH GRANTS

Diversity Initiatives, \$5,925, University of Michigan-Dearborn 1992-93

Faculty Research Grants, \$600, \$787, University of Michigan-Dearborn 1992-1993, 1994-1995

Student Research Assistance Award, \$1,000, University of Michigan-Dearborn 1993-1994

PRESENTATIONS

Waung, M. (2007). The effect of feedback language on task focus and performance. The Twenty-Second Annual Conference of the Society for Industrial and Organizational Psychologists, New York, NY, April.

Waung, M. & Brice, T. S. (2003). The impact of a rejection communication on rejected job applicants. The Eighteenth Annual Conference of the Society for Industrial and Organizational Psychologists, Orlando, Florida, April.

Brice, T. S., & Waung, M. (2001). Web site recruitment characteristics: American's best versus America's biggest. The Society for the Advancement of Management International Management Conference. Las Vegas, Nevada, April.

Waung, M. & Highhouse, S. (2001). Conscientiousness, agreeableness, and openness as predictors of rating inflation and feedback content. The Midwest Academy of Management Meetings, Toledo, Ohio, April.

Brice, T.S., & Waung, M. (2000). Is the science-practice gap shrinking? Some encouraging news from an analysis of SIOP programs. Presented at the Fifteenth Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana, April.

Waung, M., & Highhouse, S. (1997). Feedback Inflation: Empathetic buffering or Fear of conflict? The Twelfth Annual Conference of the Society for Industrial and Organizational Psychologists, St. Louis, Missouri, April.

Waung, M., & Austin, J. T. (1996). The effect of conscientiousness on group goal processes. The Eleventh Annual Conference of the Society for Industrial and Organizational Psychologists, San Diego, California, April.

Brice, T. S., & Waung, M., (1995). The effects of conscientiousness and opportunity to caucus on group performance. The Tenth Annual Conference of the Society for Industrial and Organizational Psychologists, Orlando, Florida, May.

Brice, T. S., & Waung, M., (1995). Adjective checklist v. phrase-based measures of conscientiousness. The Tenth Annual Conference of the Society for Industrial and Organizational Psychologists, Orlando, Florida, May.

Brice, T. S., & Waung, M., (1994). Can feedback environment explain organizational citizenship behaviors in a union manufacturing plant? The Psychology of Industrial Relations Under Changing Employment Relationships Conference. Wayne State University, Detroit, Michigan, May.

Austin, J. T., & Waung, M., (1994). The founding mothers: Female industrial/organizational psychologists in the early

years. The Ninth Annual Conference of the Society for Industrial and Organizational Psychologists. Nashville, Tennessee, April.

Waung, M., (1994). The effects of a coping orientation program on African-American student retention. The Thirteenth Annual Meeting of the Research Association of Minority Professors. Raleigh, North Carolina, February.

Waung, M. & Brice, T., (1993). An assessment of paired comparison scaling procedures in a training needs assessment of educationally diverse groups. The Midwest Academy of Management Meetings, Indianapolis, Indiana, April.

Waung, M., (1992). Industrial/Organizational Psychology Internships: Are they meeting expectations? The Seventh Annual Conference of the Society for Industrial and Organizational Psychologists, Montreal, Quebec, May.

Waung, M. & Vance, R.J. (1990). Goal choice and goal change: The intervening influence of goal-performance discrepancies. The Fifth Annual Conference of the Society for Industrial and Organizational Psychologists, Miami, Florida, April.

Mahlman, R., Vance, R.J., Colella, A., Waung, M., & Urban, M. (1989). A dynamic test of cognitive processes in goal-setting. The Fourth Annual Conference of the Society for Industrial and Organizational Psychologists, Boston, Massachusetts, April.

Waung, M. (1988). Goal choice and goal commitment: Expectancies and valences within a control theory framework. The Ninth Annual Industrial/Organizational and Organizational Behavior Graduate Student Convention, Bowling Green State University, April.

Waung, M., Knight, D.P., Lowry, C., & Stiles, W.B. (1987). Gender and the use of presumptuous verbal response modes. The Third Annual Conference on Social Psychology and Language, Bristol, England, July.

TEACHING EXPERIENCE

Associate Professor of Psychology (September 1999 – present); **Assistant Professor of Psychology**: Department of Behavioral Sciences, The University of Michigan-Dearborn (September, 1992 – August 1999). Taught Introductory Psychology, Statistics in Psychology, History of Psychology, Industrial-Organizational Psychology, Research Methods in Industrial-Organizational Psychology, Organizational Entry, Women and the Workplace, and Advanced Methods and Statistics in Health Psychology.

RECENT SERVICE

Behavioral Sciences Grievance Committee: University of Michigan – Dearborn. (September 2007 – present). Member of three person committee to handle departmental grievances.

Psychology Discipline Representative: University of Michigan – Dearborn (September 2005 – present). Responsible for scheduling all psychology courses, writing reports for the discipline, leading meetings, coordinating activities, and representing the discipline at department executive committee meetings.

Women's Resource Center Search: University of Michigan – Dearborn (September 2005-December 2005). Member of committee formed to make recommendations to the Vice Chancellor of Student Affairs regarding candidates for the position of director of the Women's Resource Center.

Viscogliosi Economic Leadership Seminar: University of Michigan – Dearborn (November 2004-April 2006). Member of committee to advise the Chancellor regarding a seminar series for business leaders with the goal of fostering business innovation in the Southeast Michigan region.

Distance Learning Advisory Committee: University of Michigan - Dearborn (February 2002 – present). Member of committee whose purpose is to manage and coordinate the growth of Distance Learning in the College of Arts, Science, and Letters.

Human Subjects Committee and Institutional Review Board: University of Michigan – Dearborn (September 2003-September 2007). Alternate member of committee responsible for reviewing applications from UMD faculty and students for non-invasive research involving human subjects.

Book Reviewer: Personnel Psychology (February 2000 – June 2002). Read, critically evaluated, and wrote reviews for books featured in the book review section of the journal.

SIOP Reviewer/APA Reviewer: Society for Industrial and Organizational Psychologists (October, 1994 - present); American Psychological Association (November, 2003). Reviewed papers submitted to the annual conference for the Society of Industrial/Organizational Psychologists and papers submitted to the annual conference of the American Psychological Association.

Ad Hoc Reviewer: Journal of Occupational and Organizational Psychology.

PROFESSIONAL MEMBERSHIP

American Psychological Society
Society for Industrial and Organizational Psychology
The Academy of Management